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1981

SALARIES OF ENGINEERS IN EDUCATION

AAES

a survey conducted by the
ENGINEERING MANPOWER COMMISSION

OF THE

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

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SALARIES OF ENGINEERS IN EDUCATION

1981

ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies, Inc.

345 East 47th Street
New York, New York 10017

January, 1982

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

The American Association of Engineering Societies (AAES) is a national organization with 43 constituent organizations representing nearly one million engineers.

As a central coordinating organization, AAES focuses the resources of the engineering societies on technical issues of national and international importance.

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The Engineering Manpower Commission was organized in 1950 as part of the Engineers' Joint Council, now the American Association of Engineering Societies, to serve as a focus for national technological manpower activity.

The Commission's programs are carried out through the collection, analysis, and publication of significant data on engineering manpower, as well as the development of programs and policies designed to acquaint the public with the importance of engineering to the national welfare.

The Engineering Manpower Commission is charged with the following responsibility:

> "To engage in studies and analyses of the supply, demand and utilization of engineering and technical manpower; to make recommendations, conduct programs, and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Board of Governors of AAES."

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Kenneth Foster.....Chairman, Salary Survey

Patrick J. Sheridan.....Manager, Manpower Activities

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ACKNOWLEDGEMENTS

This survey was conducted, and the text prepared and edited by Judith A. McCormick of the EMC staff, under the supervision of Patrick J. Sheridan. Overall direction for this survey was supplied by the Surveys Committee of EMC, chaired by Luke Noggle, and the Salary Survey Committee of EMC, chaired by Kenneth Foster.

The computer program employed in processing the salary data was written by Richard C. Fremon, formerly of Bell Telephone Laboratories, who is currently the Chairman of the Engineering Manpower Commission.

We are especially grateful to the many salary administrators who provided the basic salary data on which the report is based. It is apparent that without their cooperation our annual salary surveys would not exist.

NOTE TO READERS

Special breakdowns of the data by degree level, supervisory status, industry group, state or region are available. The costs of these special summaries vary according to specific requirements. If you are interested, or would like further information, please call the EMC staff at (212) 644 - 7846.

Raw data tables and matrix tables for any of the curves in this report may be purchased at $5.00 per table.

EMC reports salary data as furnished by the survey respondents and tries to ensure that respondents represent a "typical" cross-section of their employer group. However, users should note that data reported in some year brackets may be based on relatively small samples, and, therefore, should be used with caution.

The Engineering Manpower Commission is always interested in improving its survey coverage. If you would like to add your organization to our list of participants, please write to the Engineering Manpower Commission at 345 East 47th Street, New York, New York, 10017. We always welcome your comments regarding this report and your suggestions for improving future surveys and reports.

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SALARIES OF ENGINEERS IN EDUCATION

Introduction

This survey is the fifteenth published to provide basic salary information on engineering graduates in the United States. Salaries are analyzed on the basis of experience, defined as the number of years since obtaining a baccalaureate degree. As in previous surveys, separate breakouts of information were established for each of six academic ranks, two contract periods, and three types of institutions -- engineering schools that offer Ph.D. programs, those without Ph.D. programs, and technical schools with two-year technology programs only.

Following past practice, data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median, and mean salaries by years since baccalaureate degree.

It should be noted that salaries include base salary and regular allowances, but not payment for extra teaching outside the normal academic contract, consultation fees, nor other professional nor personal income.

The purpose of this report is to show the present level of engineering salaries. Although this and previous surveys may not be exactly comparable because of changes in the reported groups, the size of the total sample and the consistency with which many schools have participated throughout the survey series lead us to believe that changes in the composition of the survey group have not materially altered reported salaries.

In publishing these results EMC is attempting only to show what prevailing salaries are, and not what they ought to be. We recognize that salaries paid to individuals are, in the final analysis, affected by their specific duties and their effectiveness in performing them. These factors can be resolved only by the engineer and his employer. Therefore, EMC does not undertake to evaluate individual salary situations, nor to advise employers on the salaries they should pay for specific positions.

History of the Survey

Throughout its history, the Engineers Joint Council, and now the American Association of Engineering Societies, has conducted studies related to the economic status of engineers. In 1949, EJC published The Engineering Profession in Transition. Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950.

A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, Employment, Education and Income of Engineers 1949-50 -- A Survey of Engineering Society Members of Full Professional Grade.

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the "Professional Income of Engineers" series was completed by EJC in 1953; the second was issued in 1956. Initially, the interval between surveys was three years. However, responding to requests for more frequent updating of the information, it was decided that surveys should be conducted biennally. In 1957, the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted surveys and published salary reports since 1958. The most recent advance in the history of the engineers' salary survey came in 1980 when, in response to many requests from survey users, it was decided to conduct the survey on an annual basis. The 1981 report is the result of the first annual survey.

Coverage and Response

In all, the salaries of 15,977 engineers in education were reported in the 1981 survey. The enthusiastic response from employers of engineers makes the Engineering Manpower Commission's salary survey the most comprehensive in the United States.

Survey Methodology and Timing

Questionnaires were mailed in February of 1981 to a list of all accredited engineering schools, all accredited technology schools, and many non-accredited technology schools. One follow-up mailing to non-respondents was made. Replies were accepted through early May.

Salary figures were reported by employers on a form designed to obtain information on earnings of all employed graduate engineers (please see facsimile questionnaire at the end of this report). Survey participants were asked to submit salary information based on baccalaureate year wherever possible. Some organizations, however, were only able to supply data on the basis of age. In such cases, age 22 was considered the equivalent year of "0-years since B.S.," or 1980 bachelor's degree graduation. All returns were carefully edited before keypunching, and checks were made throughout the data processing to insure accuracy of the results. Because there are always a few individuals whose degree and salary patterns differ from the norm, inclusion of their data in the report may occasionally produce an atypical curve, particularly in the instances of small samples.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th in the $17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or $200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general, we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore, the data presented in this report are based on four-parameter smooth curves calculated by a least-squares method. Each curve has the form

$$y = ax^2 + bx + c$$

with y equal to the reciprocal of the salary and x equal to (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters a, b, c, and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. In the summation, the differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing or assistant professors apparently receiving higher salaries than full professors. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

Method of Presentation

Curves and tables for this report are grouped under various categories, starting with the broadest possible, "Engineering and Technology Schools. This, in turn, is broken down into the various levels and contract periods. The section on salaries paid by engineering schools separates those that grant Ph.D.'s from those that do not. A separate section on salaries paid by technology schools is also broken down by academic rank and contract period.

Below each set of curves are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted) and the number of salaries within each column. Users should always note these figures to be sure

that the age distribution of their own employees is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $71,000 or below $16,000, which were the limits established by the questionnaire form. The plotted curves and data tables are terminated where they go beyond these limits.

1980/1981 Changes

The median salary paid to all engineers in education increased 10.5% from the 1980 figure of $25,200 to the 1981 average of $27,850. These rates include salaries paid on 9-10 month contracts and on 11-12 month contracts. Excluding those on 9-10 month contracts, the median salary paid to all engineers in education was $31,300, up 3.6% from the 1980 median of $30,250. It should be noted that only 18% of the reported salaries were on 11-12 month contracts.

The 1981 median salary of engineers employed by engineering schools was $28,650. Those on 9-10 month contracts received median salaries of $28,200, and engineers on 11-12 month contracts received a median of $32,000 per year. Naturally, salaries of engineers in academia vary greatly between ranks. The median salary of a professor in an engineering school on a 9-10 month contract increased by 10.9%, from $30,300 in 1980 to $33,600 in 1981. Those on 11-12 month contracts increased 1.2%. In 1981, professors in engineering colleges, with all contracts combined, earned a median salary of $33,850 and a mean of $34,300.

Median salaries for associate professors in engineering schools on 9-10 month contracts rose from $23,350 in 1980 to $26,100 in 1981, an increase of 11.8%. The 1981 median salary on 11-12 month contracts rose only 3.2%, to a figure of $32,150. The 1981 mean salary for all contracts was $26,300, while the median was $26,800.

Assistant professors on 9-10 month contracts experienced increases in their median salary of 12.7%, raising the 1980 figure of $19,750 to $22,250 for 1981. Those on 11-12 month contracts received increases of 8.8%, making the 1981 median salary $28,500. The 1981 median for all contracts was $22,450 and the mean was $23,050.

Median salaries of instructors on 9-10 month contracts increased by 10.5% from 1980 to 1981, while those of instructors on 11-12 month contracts decreased by 2.7%. Also experiencing median salary reductions were researchers on 9-10 month contracts, whose median salaries dropped by 6.4%. The median salary of researchers on 11-12 month contracts increased, but only by $1,000, or 4.7%. The 1981 median salary for all instructors at engineering schools was $18,400; the median salary of administrators on 11-12 month contracts at engineering schools that offer Ph.D. programs increased 12.7% from 1980 to 1981, while salaries paid to administrators in engineering colleges that did not offer Ph.D. programs increased by 13.6%. Overall, administrators at engineering colleges received a median increase of 13.2%, raising the median salary of $38,750 in 1980 to $43,850 in 1981.

In the interest of consistency, the following definitions are used in the EMC salary surveys:

1) Salary. Base salary paid by employers before deductions, and allowances including cost-of-living-differential, if any. Unpredictable payments, such as consultation fees, are not included.

2) Chart Data.

   a) Median. The point in any array of data above and below which half of the series is located.

   b) Quartile.

      Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.

      Lower Quartile: The point in any array of data above which three-quarters of the series is located and below which one-quarter of the series is located.

   c) Decile.

      Upper Decile: The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.

      Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.

   d) Mean. Sum of data in array divided by the number of points.

3) Engineers. Those holding a minimum of a bachelor's degree in a recognized field of engineering.

4) Years of Experience. The number of years since the baccalaureate degree was awarded. This places the differenct degree levels on an approximately qual footing, because those engineers with advanced degrees start out with salaries substantially higher, but are, of course, older. In 1981, an engineer with 0-years of experience is equivalent to one who has received his bachelor's degree in 1980 or the first quarter of 1981.

DISTRIBUTION OF SALARIES REPORTED

NUMBER OF SALARIES REPORTED, BY TYPE OF INSTITUTION, RANK AND MONTHS ON CONTRACT

ALL ENGINEERING SCHOOLS

	9-10 Mo. Contract	11-12 Mo. Contract
Professor	5,432	299
Assoc. Prof.	3,172	203
Ass't. Prof.	2,319	204
Instructor	358	116
Researcher	154	993
Administrator	303	772

Ph.D. ENGINEERING SCHOOLS

	9-10 Mo. Contract	11-12 Mo. Contract
Professor	4,723	270
Assoc. Prof.	2,508	185
Ass't. Prof.	1,876	192
Instructor	234	103
Researcher	150	968
Administrator	236	623

NON-Ph.D. ENGINEERING SCHOOLS

	9-10 Mo. Contract	11-12 Mo. Contract
Professor	709	29
Assoc. Prof.	664	18
Ass't. Prof.	443	12
Instructor	124	13
Researcher	4	25
Administrator	67	149

TECHNOLOGY SCHOOLS

	9-10 Mo. Contract	11-12 Mo. Contract
Professor	258	31
Assoc. Prof.	417	11
Ass't. Prof.	399	23
Instructor	233	54
Researcher	1	14
Administrator	33	178

SALARIES OF ENGINEERS IN EDUCATION, 1981

MEDIAN SALARY BY RANK, TYPE OF INSTITUTION, AND MONTHS ON CONTRACT

	Engineering School Ph.D. Granting 9-10 Mo.	Engineering School Non-Ph.D. Granting 9-10 Mo.	Technology School 9-10 Mo.
Professor	$34,050	$31,350	$26,900
Assoc. Prof.	26,500	24,350	23,050
Ass't. Prof.	22,600	20,850	19,900
Instructor	17,700	18,200	17,550
Researcher	22,850	NA	NA
Administrator	39,000	31,250	26,500
	11-12 Mo.	**11-12 Mo.**	**11-12 Mo.**
Professor	$40,300	$26,750	$29,750
Assoc. Prof.	32,150	32,000	24,400
Ass't. Prof.	28,450	31,500	21,150
Instructor	21,250	25,150	21,400
Researcher	22,250	26,850	30,000
Administrator	44,900	39,750	30,200

Note: These figures are medians of all salaries reported in the 1981 EMC salary survey. In some cases the data above are based on a very small number of salaries reported. See the next page for a similar table of mean salaries.

SALARIES OF ENGINEERS IN EDUCATION, 1981

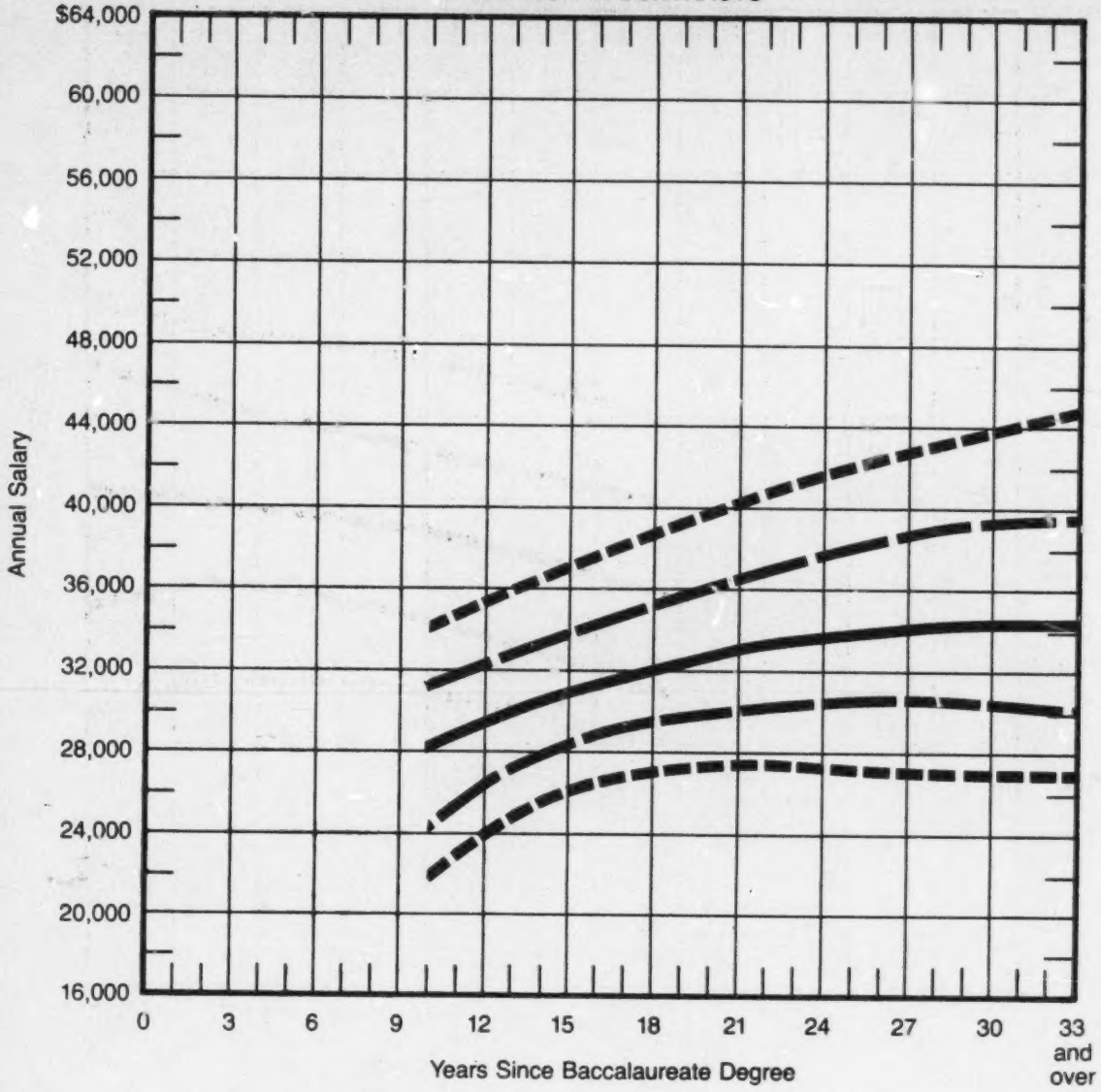
MEAN SALARY BY RANK, TYPE OF INSTITUTION AND MONTHS ON CONTRACT

	Engineering School Ph.D. Granting 9-10 Mo.	Engineering School Non-Ph.D. Granting 9-10 Mo.	Technology School 9-10 Mo.
Professor	$34,900	$31,150	$27,100
Assoc. Prof.	26,850	24,750	23,050
Ass't. Prof.	22,850	20,900	20,050
Instructor	18,550	19,000	18,550
Researcher	23,650	NA	NA
Administrator	39,750	31,600	25,750
	11-12 Mo.	**11-12 Mo.**	**11-12 Mo.**
Professor	$40,600	$26,400	$30,000
Assoc. Prof.	32,950	32,400	24,400
Ass't. Prof.	29,050	32,600	21,000
Instructor	21,950	24,100	21,400
Researcher	24,050	29,100	29,950
Administrator	44,700	39,850	30,950

Note: These figures are means of all salaries reported in the 1981 EMC salary survey. In some cases the data above are based on a very small number of salaries reported. See the preceding page for a similar table of median salaries.

ENGINEERS EMPLOYED BY ENGINEERING AND TECHNOLOGY SCHOOLS

PROFESSORS, ALL SCHOOLS
9-10 MONTH CONTRACTS



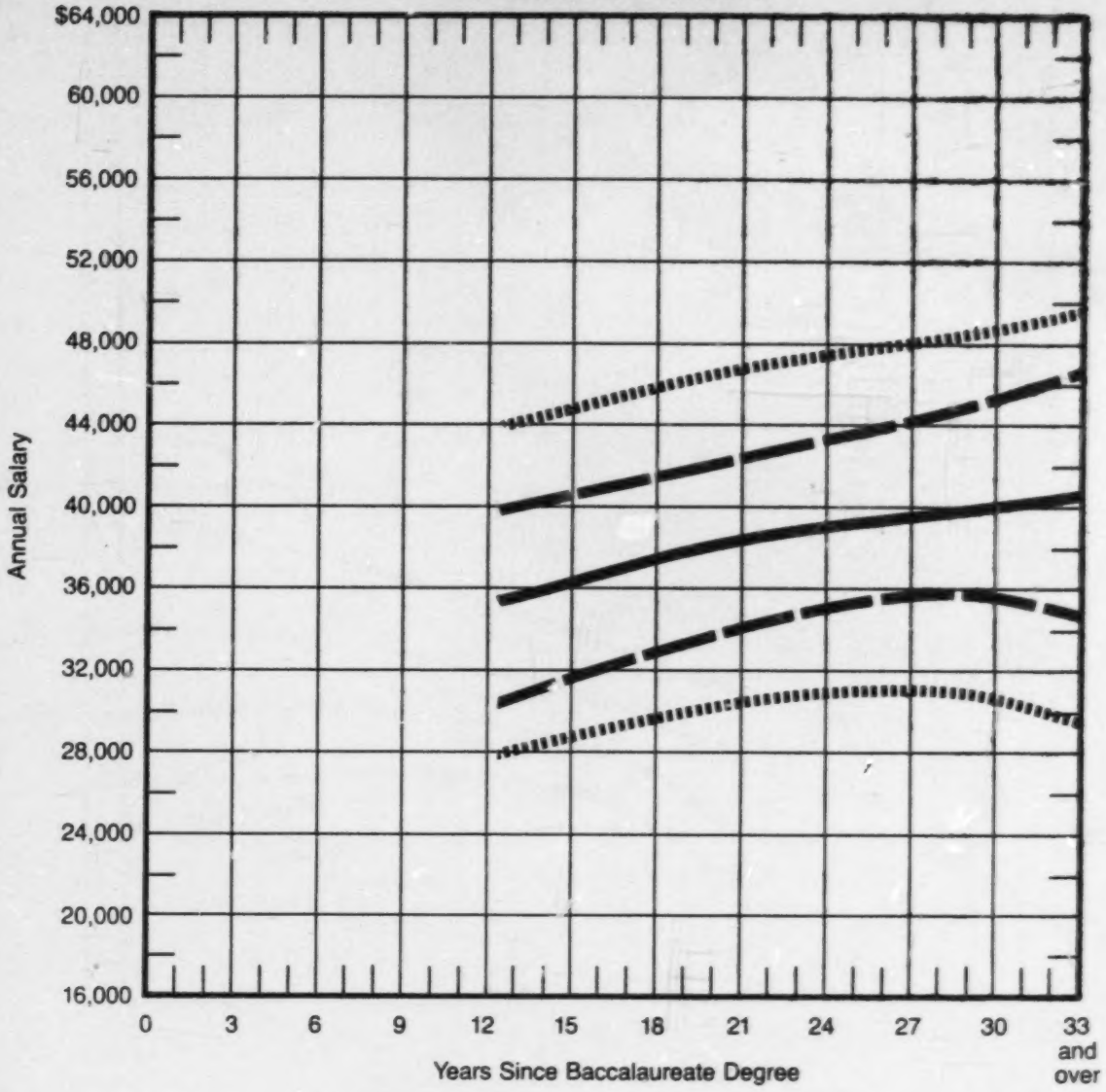
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	2	0	2	1	2	0	0	0	1
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	33800	35550	37200	38850	40300	41600	42700	43850	44700
UPPER QUARTILE	30400	32250	33900	35350	36550	37500	38300	39050	39700
MEDIAN	27550	29500	31050	32250	33050	33650	34050	34350	34550
LOWER QUARTILE	22000	26950	29000	29700	30000	30050	30100	30100	30100
LOWER DECILE	20300	24050	26250	27200	27400	27350	27250	27150	27100
MEAN	27450	29650	31350	32650	33600	34250	34700	35000	35200
TOTAL NUMBER	26	103	356	647	819	721	672	967	1371
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

PROFESSORS, ALL SCHOOLS
11-12 MONTH CONTRACTS



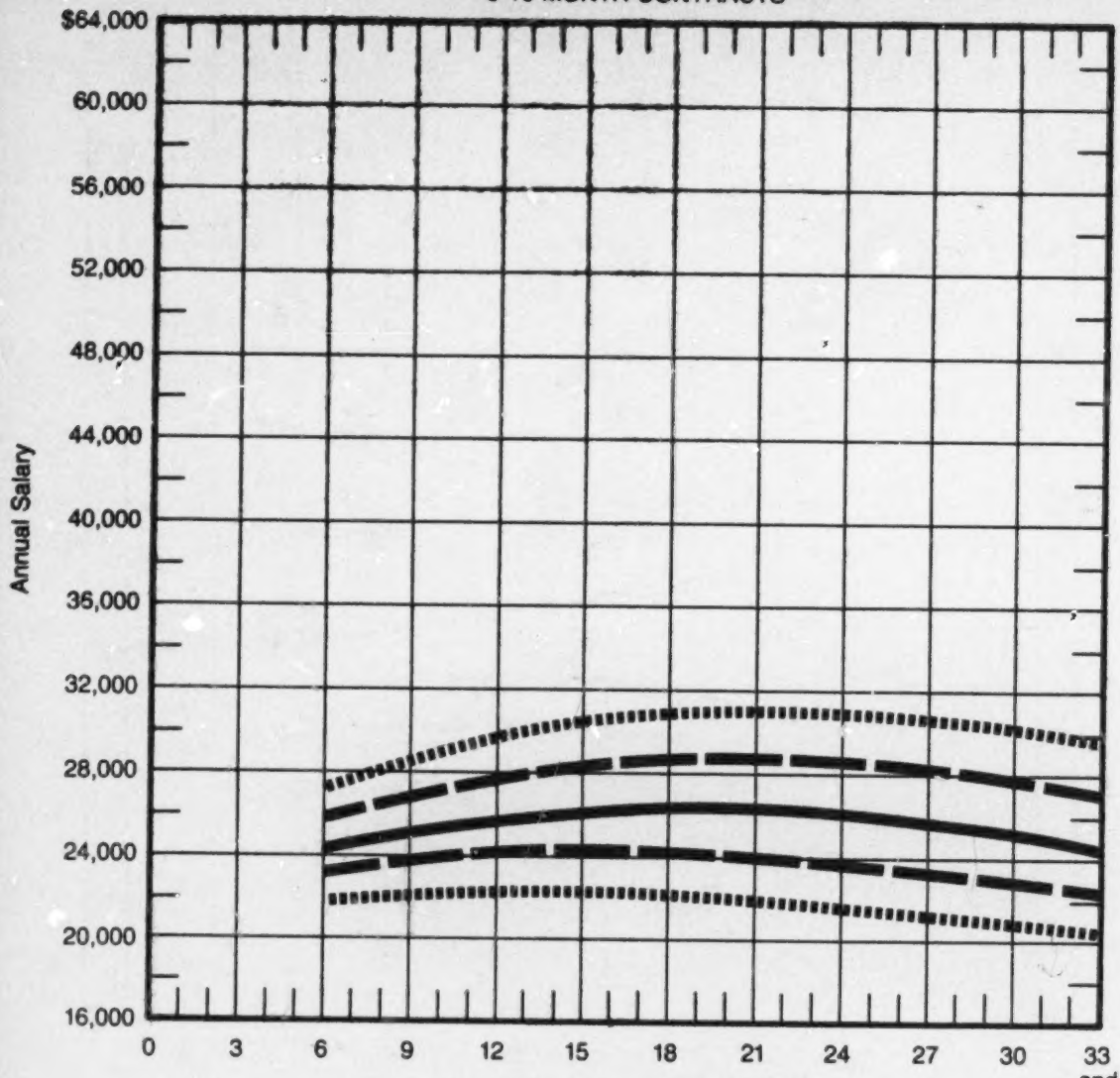
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	1	1	0	0	2	4	1	0	0
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	43850	[illegible]800	45700	46500	47250	47950	48700	49600
UPPER QUARTILE	0	39550	40500	41400	42300	43200	44000	45050	46600
MEDIAN	0	35150	36200	37200	38050	38850	39500	40100	40550
LOWER QUANTILE	0	30050	31550	32850	34000	34850	35450	35650	34550
LOWER DECILE	0	27600	28650	29500	30200	30700	30900	30850	29600
MEAN	0	34650	35850	37000	38000	38850	39550	40100	40200
TOTAL NUMBER	0	8	21	46	37	48	35	65	61
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSOCIATE PROFESSORS, ALL SCHOOLS
9-10 MONTH CONTRACTS



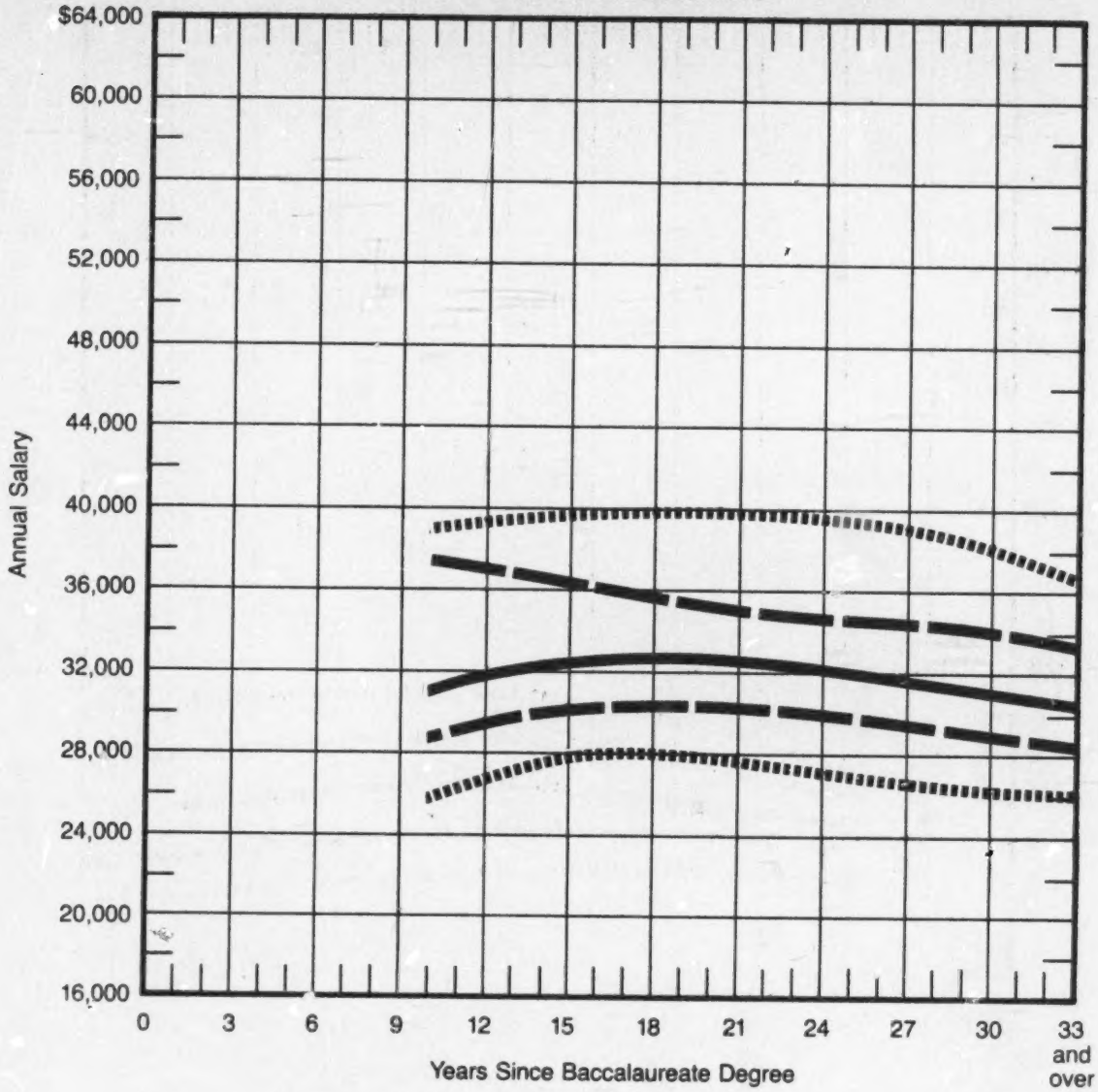
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	27200	27650	28100
UPPER QUARTILE	0	0	0	0	0	0	25850	26200	26500
MEDIAN	0	0	0	0	0	0	24300	24600	24850
LOWER QUARTILE	0	0	0	0	0	0	23100	23300	23450
LOWER DECILE	0	0	0	0	0	0	21800	22000	22150
MEAN	0	0	0	0	0	0	24300	24650	24950
TOTAL NUMBER	0	2	0	1	3	4	7	13	25
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	28900	29850	30500	30850	31000	30950	30700	30300	29500
UPPER QUARTILE	27100	27750	28150	28350	28350	28250	28050	27750	27300
MEDIAN	25300	25800	26100	26200	26150	26000	25750	25300	24550
LOWER QUARTILE	23750	24000	24150	24100	23900	23650	23350	22850	22100
LOWER DECILE	22400	22500	22400	22150	21850	21500	21150	20750	20350
MEAN	25450	26000	26350	26450	26350	26200	25950	25600	25100
TOTAL NUMBER	234	525	673	539	436	257	238	281	351
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	1	1	1	0	0	1	2

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSOCIATE PROFESSORS, ALL SCHOOLS
11-12 MONTH CONTRACTS



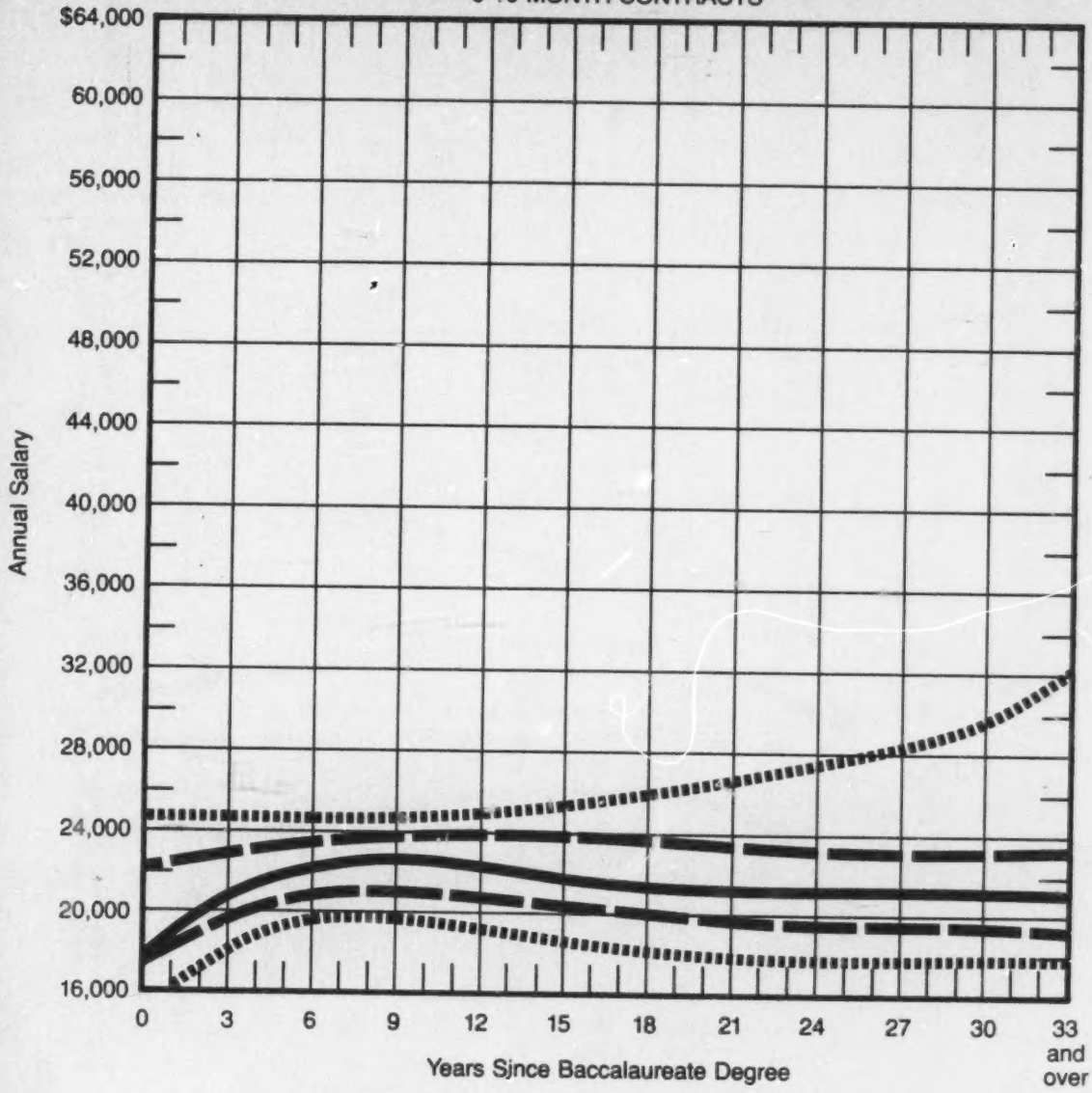
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	1	0	1	2
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39000	39450	39750	39850	39750	39500	39050	38250	36250
UPPER QUARTILE	37900	37150	36450	35850	35300	34850	34500	34100	33600
MEDIAN	30750	32000	32650	32750	32550	32100	31650	31050	30400
LOWER QUARTILE	28600	29850	30500	30600	30450	30100	29700	29200	28700
LOWER DECILE	25500	27350	28050	28050	27700	27300	26900	26600	26400
MEAN	32450	32950	33200	33200	33000	32650	32300	31750	31050
TOTAL NUMBER	13	19	34	42	22	15	17	23	24
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSISTANT PROFESSORS, ALL SCHOOLS
9-10 MONTH CONTRACTS



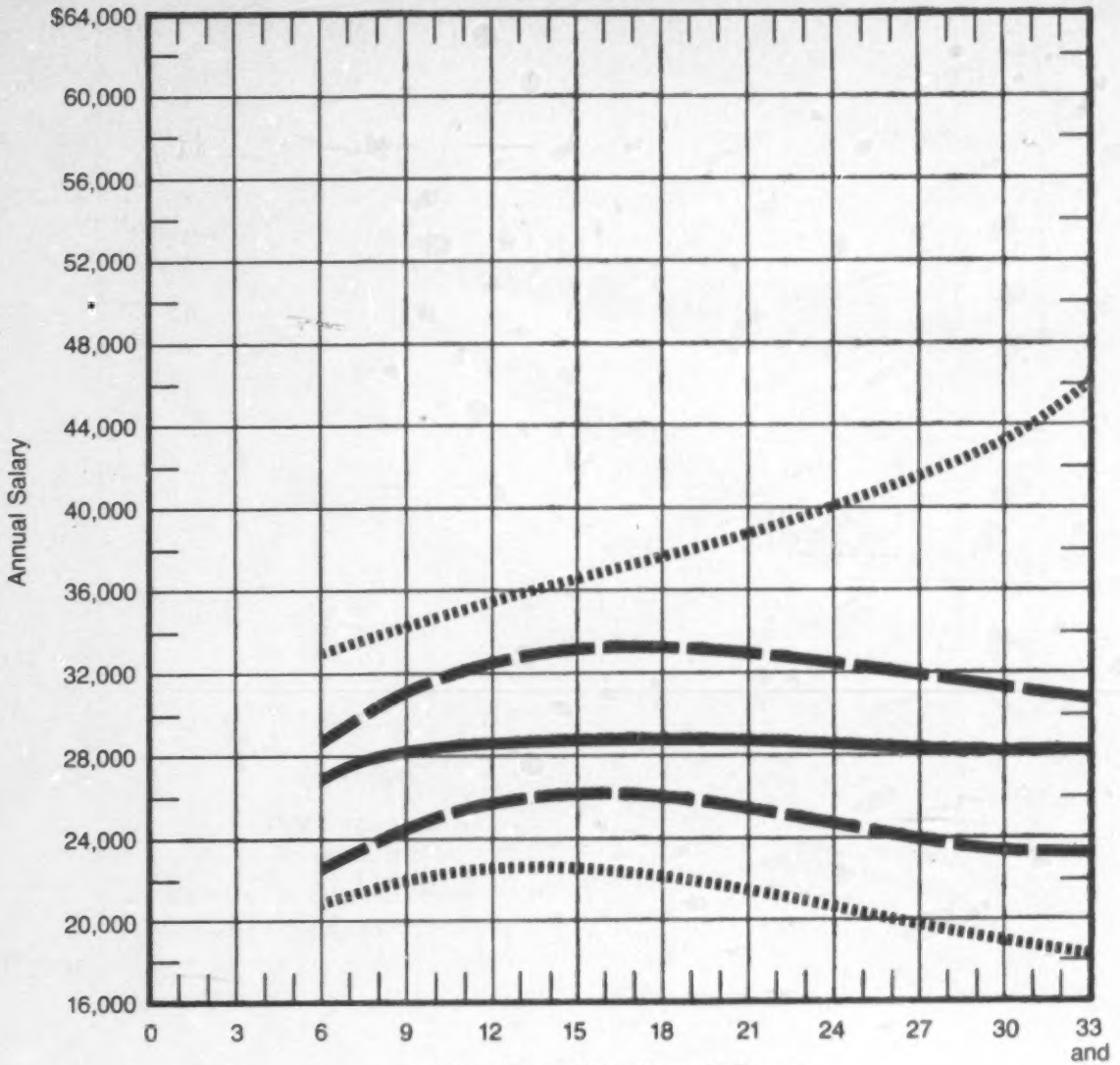
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24600	0	24550	24550	24550	24600	24600	24650	24700
UPPER QUARTILE	21500	0	22400	22750	23050	23250	23400	23550	23650
MEDIAN	17200	0	19750	20700	21400	21850	22200	22350	22400
LOWER QUARTILE	17000	0	19000	19750	20300	20650	20900	21050	21050
LOWER DECILE	15800	0	17700	18400	18900	19250	19450	19550	19550
MEAN	18650	0	20650	21250	21650	21900	22050	22150	22200
TOTAL NUMBER	8	4	14	30	74	129	174	213	215
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	5	1	1	1	0	2	2	5	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	24800	25100	25450	25950	26550	27250	28200	29700	33450
UPPER QUARTILE	23700	23700	23600	23450	23350	23300	23250	23200	23200
MEDIAN	22350	22050	21700	21500	21350	21250	21200	21200	21200
LOWER QUARTILE	20950	20550	20150	19850	19650	19500	19450	19400	19350
LOWER DECILE	19400	19000	18600	18300	18100	18000	17900	17900	17850
MEAN	22250	22200	22150	22150	22150	22150	22150	22150	22150
TOTAL NUMBER	671	434	203	131	86	87	69	64	112
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	11	2	1	0	2	1	2	4

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSISTANT PROFESSORS, ALL SCHOOLS
11-12 MONTH CONTRACTS



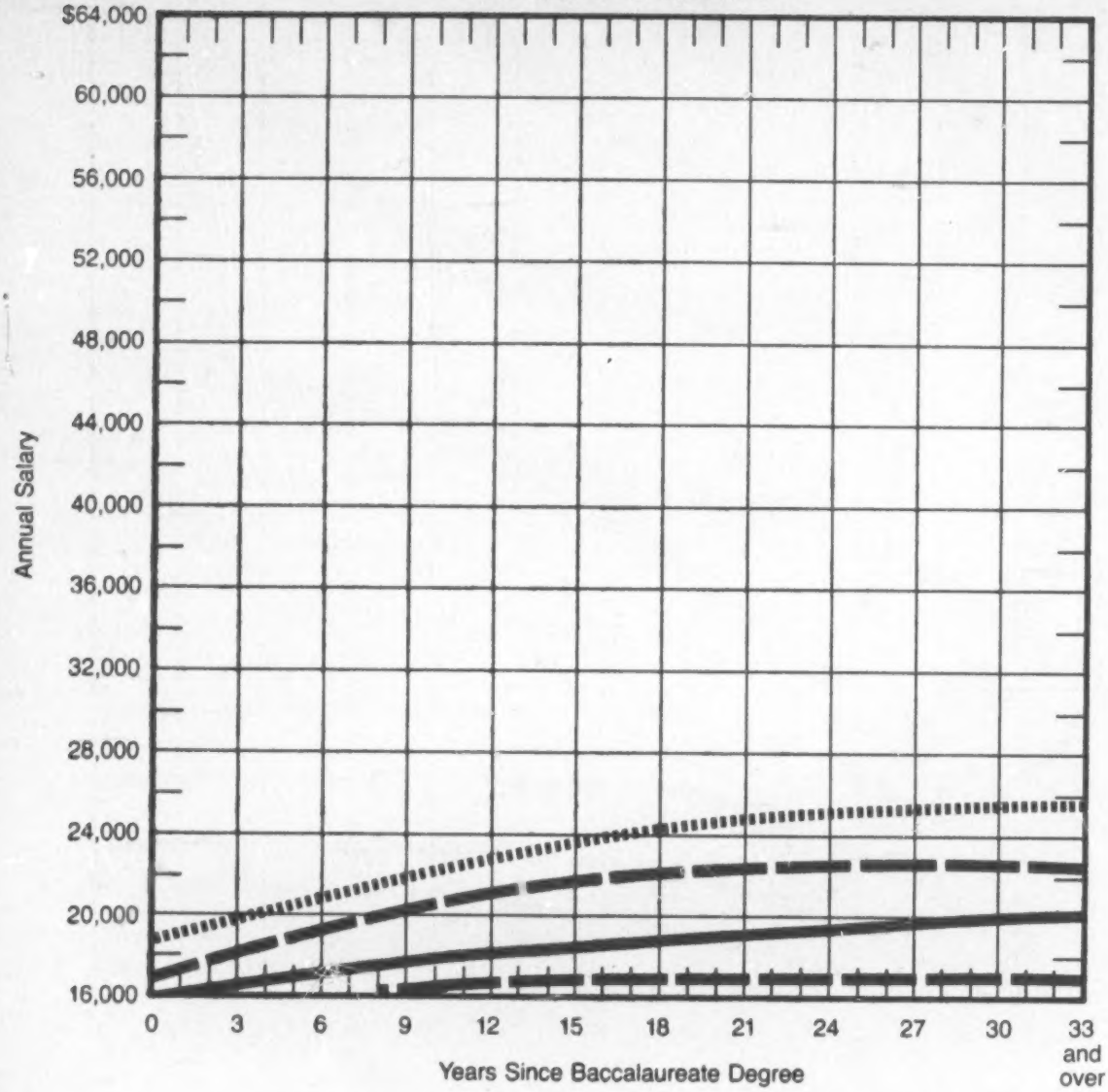
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	32950	33300	33650
UPPER QUARTILE	0	0	0	0	0	0	28200	29050	29800
MEDIAN	0	0	0	0	0	0	26650	27100	27450
LOWER QUARTILE	0	0	0	0	0	0	22200	23050	23800
LOWER DECILE	0	0	0	0	0	0	20700	21150	21550
MEAN	0	0	0	0	0	0	26150	26750	27250
TOTAL NUMBER	0	1	0	0	4	2	7	7	17
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34350	35400	36500	37650	38800	40050	0	43050	46250
UPPER QUARTILE	31100	32400	33050	33150	32900	32500	0	31400	30850
MEDIAN	28050	28650	28900	28900	28800	28650	0	28300	28150
LOWER QUARTILE	25000	25950	26150	25800	25300	24750	0	23800	23500
LOWER DECILE	22150	22450	22300	21800	21100	20400	0	19050	18400
MEAN	28100	28950	29300	29400	29300	29150	0	28800	28700
TOTAL NUMBER	59	37	41	12	7	10	3	7	13
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

INSTRUCTORS, ALL SCHOOLS
9-10 MONTH CONTRACTS



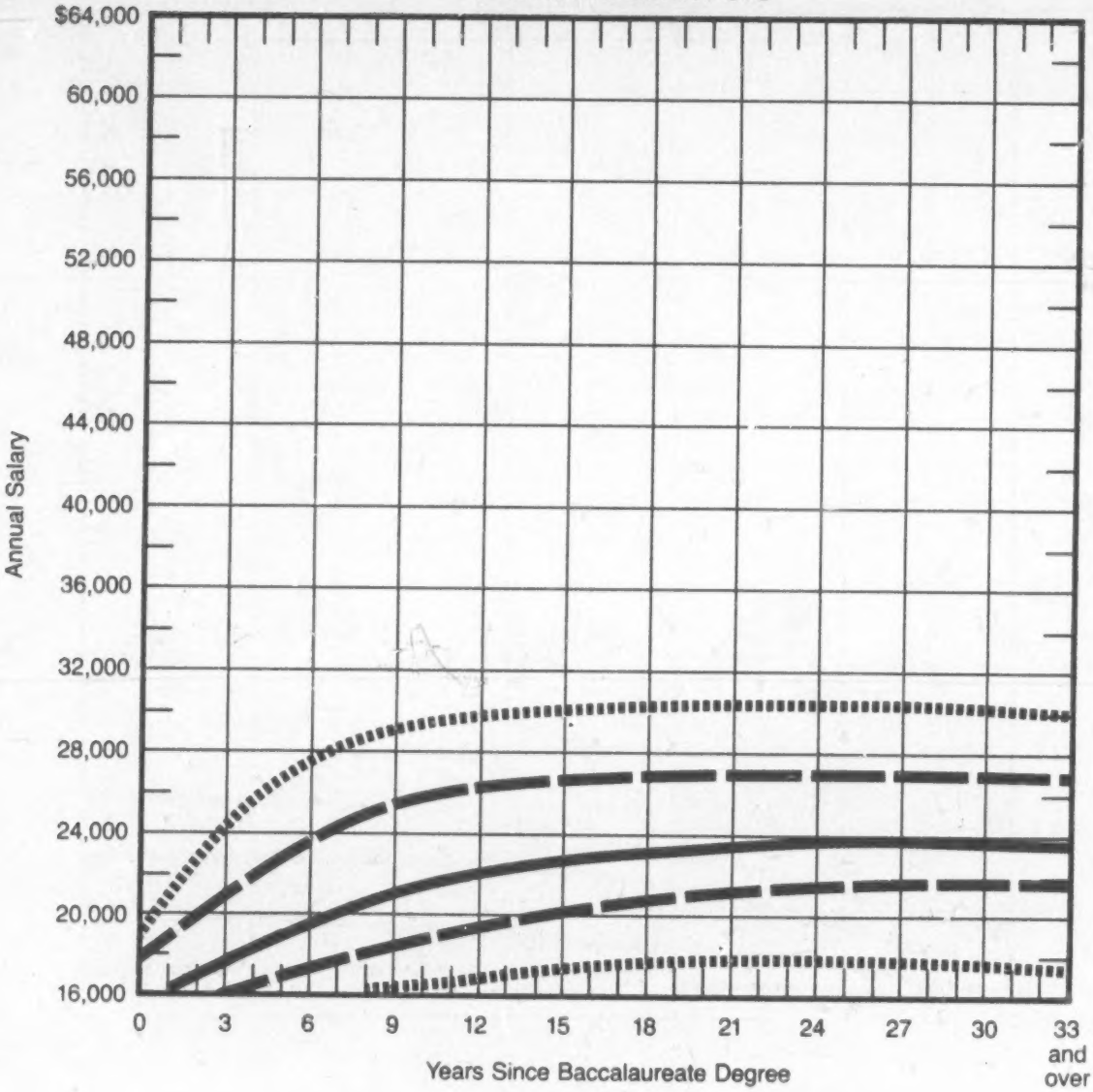
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	18400	18850	19250	19700	20100	20500	20900	[illegible]250	21600
UPPER QUARTILE	16750	17200	17650	18050	18450	18850	19200	[illegible]90	19800
MEDIAN	16000	16200	16400	16550	16750	16900	17100	17[illegible]0	17450
LOWER QUARTILE	15350	15450	15550	15650	15700	15800	15900	15950	16000
LOWER DECILE	15200	15200	15250	15250	15300	15300	15350	15350	15400
MEAN	16350	16600	16850	17050	17250	17500	17700	17900	18050
TOTAL NUMBER	10	10	24	34	39	40	29	26	24
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	8	5	12	21	11	16	6	6	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	22250	23100	23800	24400	24800	25150	25400	25650	25800
UPPER QUARTILE	20400	21100	21600	22000	22300	22500	22650	22750	22850
MEDIAN	17750	18200	18600	18950	19250	19550	19750	20000	20300
LOWER QUARTILE	16150	16300	16450	16550	16650	16700	16750	16800	16800
LOWER DECILE	15400	15450	15500	15550	15600	15600	15650	15650	15650
MEAN	18400	18900	19300	19600	19850	20100	20250	20400	20550
TOTAL NUMBER	67	68	41	28	31	26	21	34	39
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	16	16	7	5	7	6	6	2	8

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

INSTRUCTORS, ALL SCHOOLS
11-12 MONTH CONTRACTS



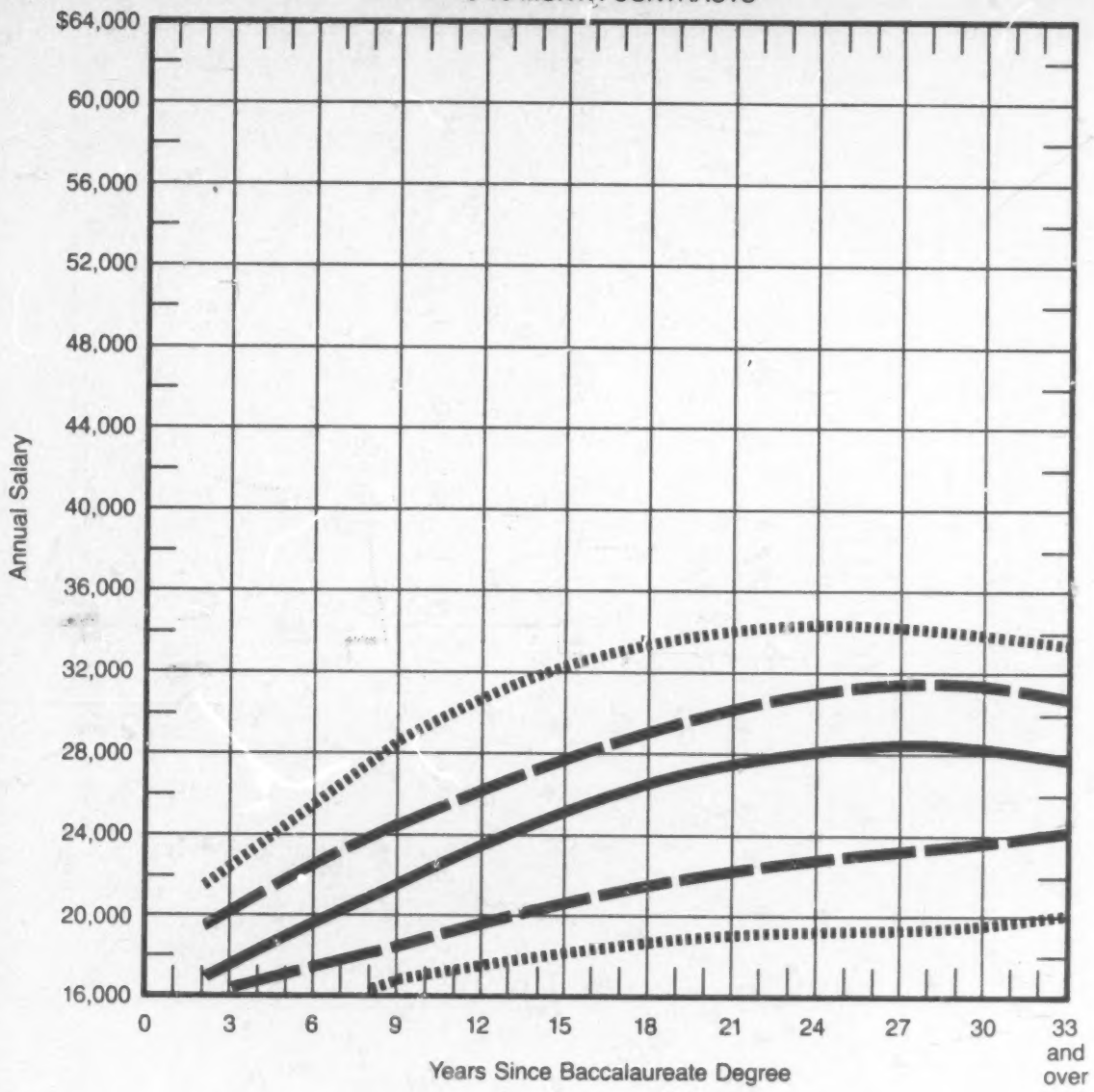
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	18950	20950	22750	24300	25550	26600	27450	28050	28550
UPPER QUARTILE	17050	18650	20050	21300	22350	23200	23950	24550	25050
MEDIAN	15400	16150	16900	17650	18300	18900	19500	20000	20500
LOWER QUARTILE	14900	15350	15750	16200	16600	16950	17350	17700	18050
LOWER DECILE	14750	14900	15100	15300	15450	15650	15800	15950	16150
MEAN	16350	17150	17950	18650	19300	19900	20450	20900	21350
TOTAL NUMBER	5	6	8	7	7	9	7	8	9
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	3	4	5	2	2	1	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	29200	29700	29900	30000	30000	30050	30050	30050	30050
UPPER QUARTILE	25750	26350	26650	26750	26800	26850	26850	26850	26850
MEDIAN	21300	22200	22800	23200	23450	23600	23700	23750	23800
LOWER QUARTILE	18700	19500	20200	20700	21100	21400	21600	21800	21900
LOWER DECILE	16450	16850	17200	17500	17750	17850	17900	17850	17400
MEAN	22100	22900	23400	23750	23950	24050	24100	24150	24200
TOTAL NUMBER	19	13	13	5	9	9	13	9	14
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	2	1	0	0	1	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

RESEARCHERS, ALL SCHOOLS
9-10 MONTH CONTRACTS



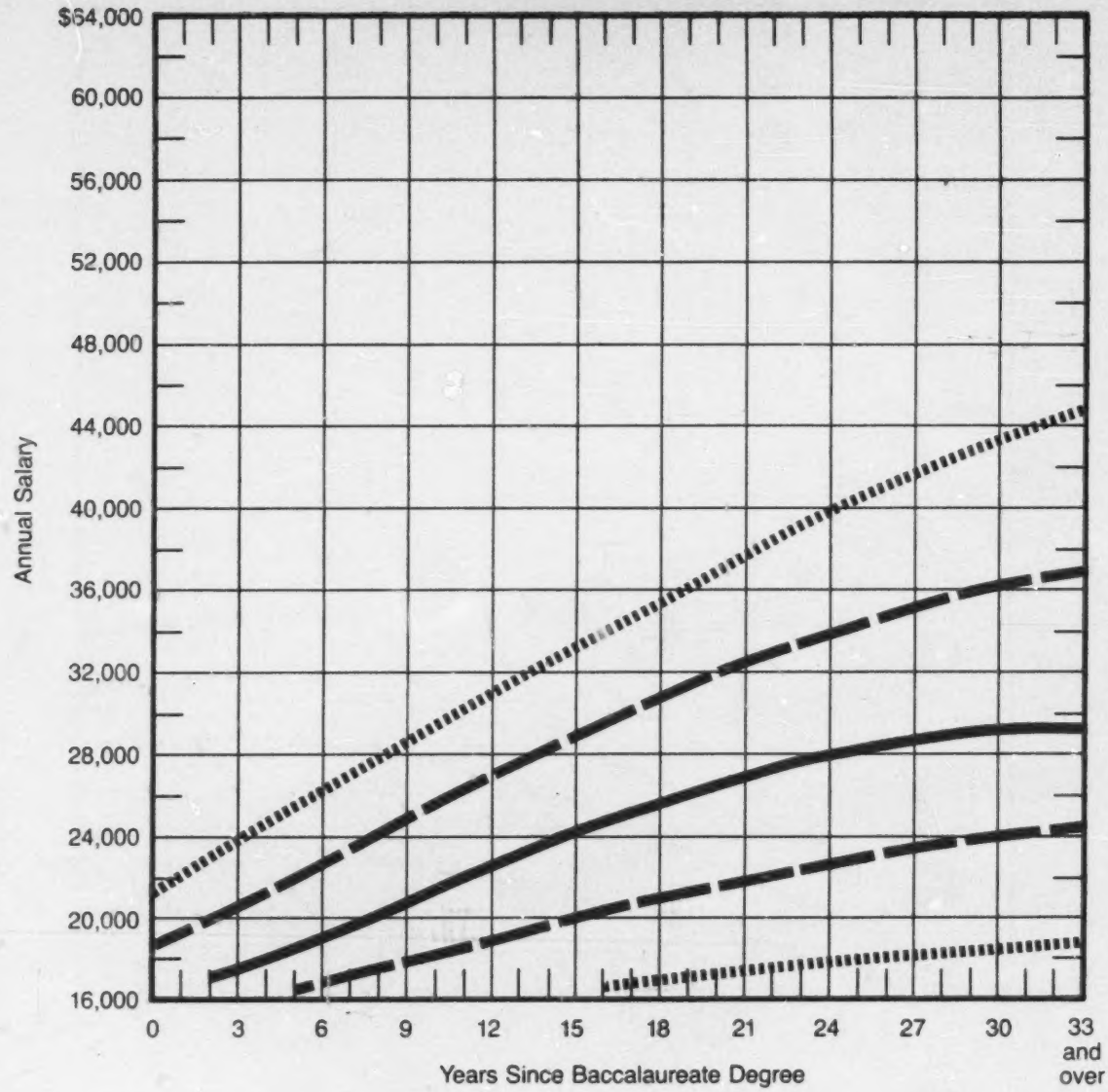
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	21600	22500	23450	0	25250	0	26950
UPPER QUARTILE	0	0	19800	20350	20900	0	22050	0	23250
MEDIAN	0	0	16900	17500	18100	0	19350	0	20550
LOWER QUARTILE	0	0	15650	16050	16400	0	17150	0	17900
LOWER DECILE	0	0	14750	15000	15300	0	15800	0	16300
MEAN	0	0	17550	18100	18700	0	19850	0	21000
TOTAL NUMBER	1	0	6	8	7	4	14	4	9
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	1	3	2	2	3	1	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	28550	30650	32250	0	34000	34200	34150	33850	33250
UPPER QUARTILE	24400	26050	27600	0	30100	30900	31350	31500	30600
MEDIAN	21800	23550	25100	0	27400	28050	28350	28300	27550
LOWER QUARTILE	18650	19650	20600	0	22200	22800	23350	23850	24400
LOWER DECILE	16800	17450	18050	0	19000	19350	19600	19850	20100
MEAN	22100	23600	24900	0	26700	27200	27450	27500	27200
TOTAL NUMBER	19	17	10	3	10	8	10	8	17
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	1	1	0	0	1	0	1	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

RESEARCHERS, ALL SCHOOLS
11-12 MONTH CONTRACTS



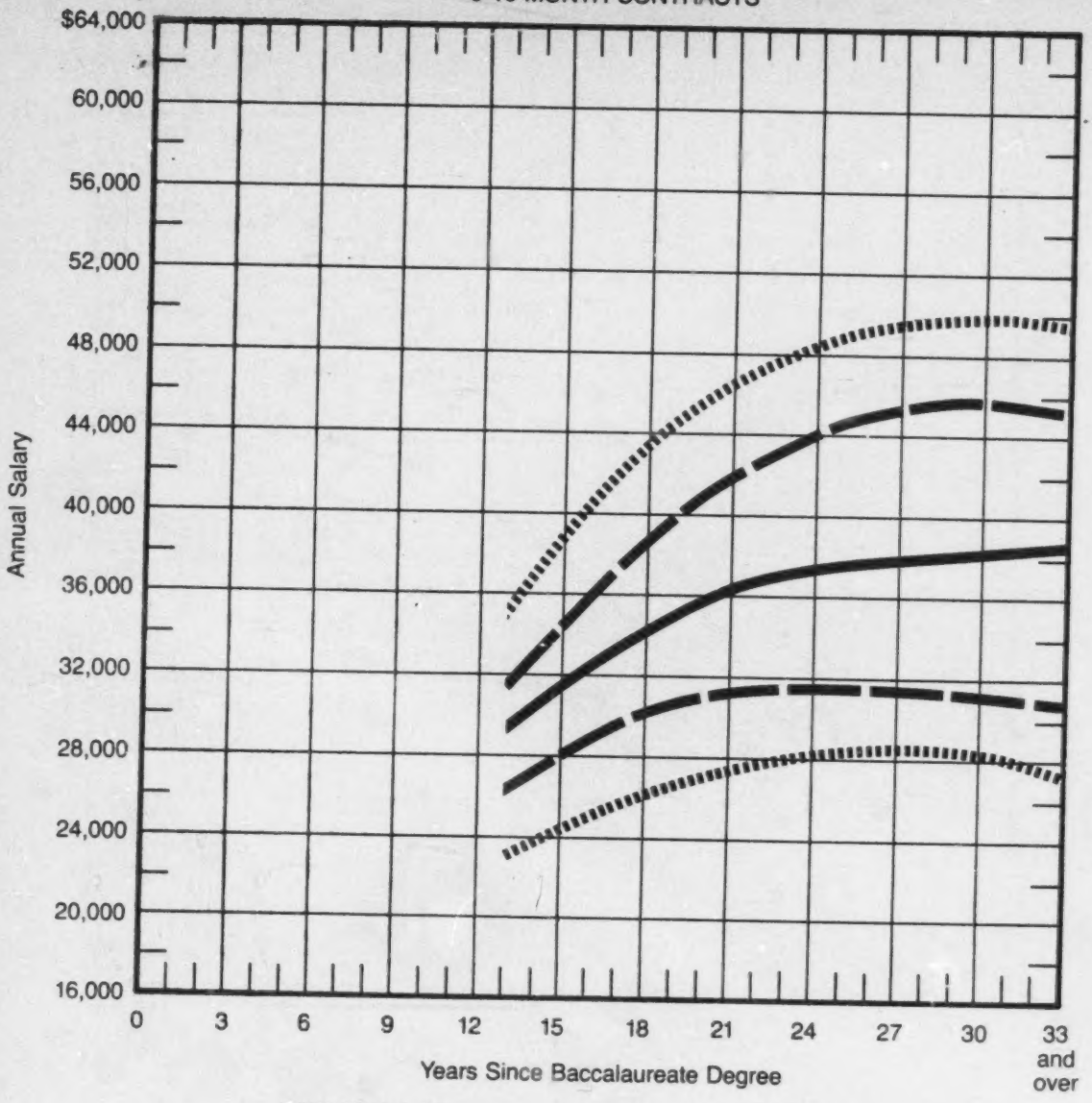
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21750	22400	23100	23800	24500	25250	25950	26700	27500
UPPER QUARTILE	18050	18700	19350	20050	20750	21450	22150	22850	23550
MEDIAN	15800	16250	16750	17200	17700	18200	18700	19200	19700
LOWER QUARTILE	14700	15000	15300	15650	15950	16250	16600	16900	17250
LOWER DECILE	15450	15400	15350	15350	15350	15350	15400	15400	15450
MEAN	17050	17500	18000	18450	18950	19450	19950	20450	20950
TOTAL NUMBER	12	21	22	25	31	38	50	53	50
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	6	6	10	8	12	9	9	12	10

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	29050	31350	33700	35950	38050	39900	41450	43050	44400
UPPER QUARTILE	25000	27100	29050	30900	32500	33850	34950	36050	37000
MEDIAN	20750	22350	23900	25400	26700	27800	28650	29300	29050
LOWER QUARTILE	17900	18900	19850	20800	21700	22500	23250	23950	24500
LOWER DECILE	15600	15900	16250	16600	17000	17400	17800	18200	18700
MEAN	21950	23450	24950	26350	27600	28700	29600	30450	30900
TOTAL NUMBER	134	110	92	66	57	47	53	60	86
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	20	11	9	7	5	3	3	3	3

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ADMINISTRATORS, ALL SCHOOLS
9-10 MONTH CONTRACTS



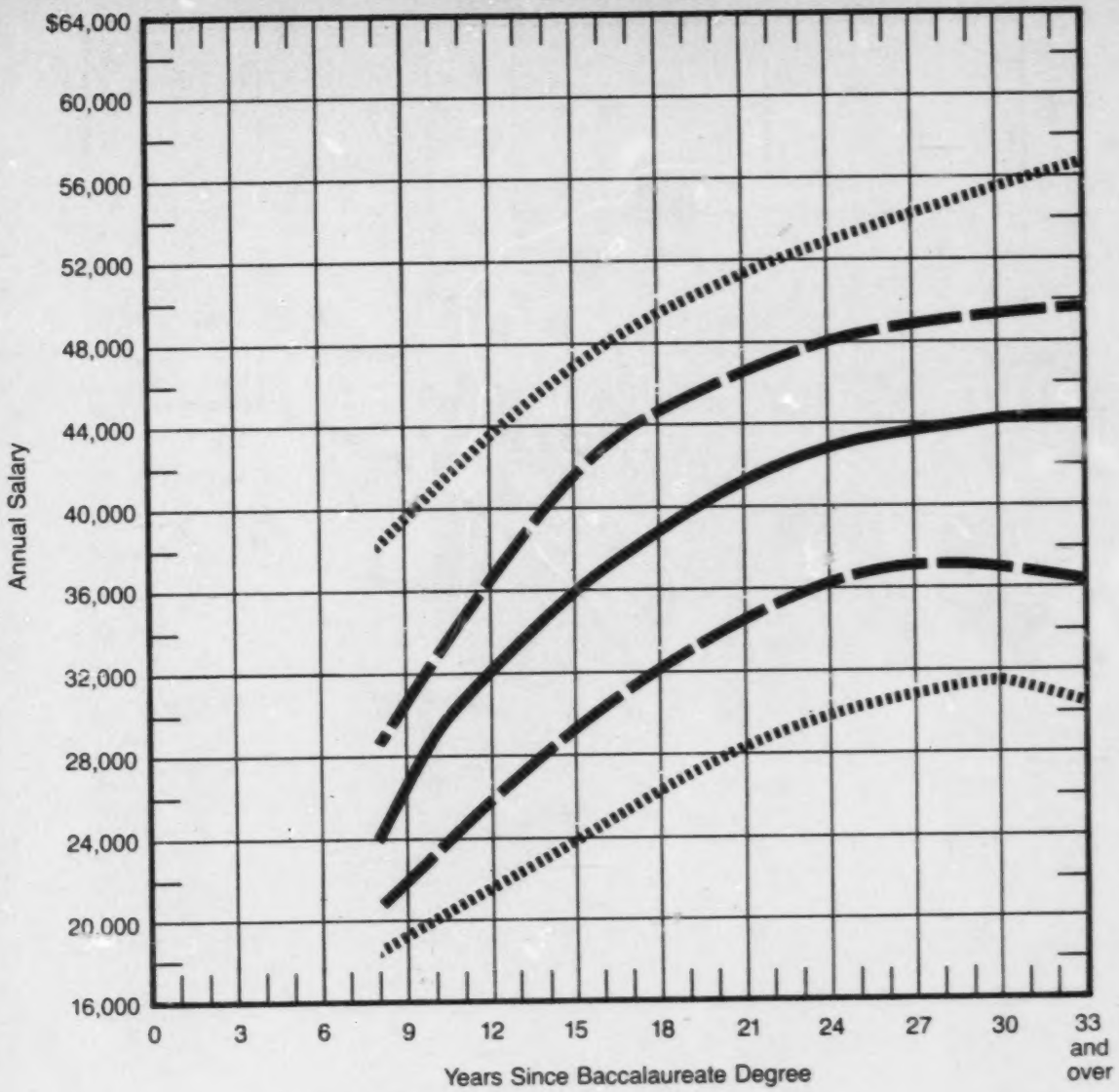
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	1	1
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	1	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	34250	39300	43550	46700	48650	49650	49900	49450
UPPER QUARTILE	0	30500	34950	38950	42150	44300	45500	45850	45050
MEDIAN	0	28400	31750	34350	36150	37300	37950	38350	38550
LOWER QUARTILE	0	25600	28350	30150	31150	31550	31600	31450	31200
LOWER DECILE	0	22550	24650	26400	27550	28250	28450	28200	27350
MEAN	0	28450	31900	34750	36750	38000	38650	38850	38600
TOTAL NUMBER	4	7	26	45	50	52	39	44	66
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	1	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ADMINISTRATORS, ALL SCHOOLS
11-12 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	38850
UPPER QUARTILE	0	0	0	0	0	0	0	0	28900
MEDIAN	0	0	0	0	0	0	0	0	24500
LOWER QUARTILE	0	0	0	0	0	0	0	0	21050
LOWER DECILE	0	0	0	0	0	0	0	0	18700
MEAN	0	0	0	0	0	0	0	0	26350
TOTAL NUMBER	0	0	0	0	1	1	0	2	5
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

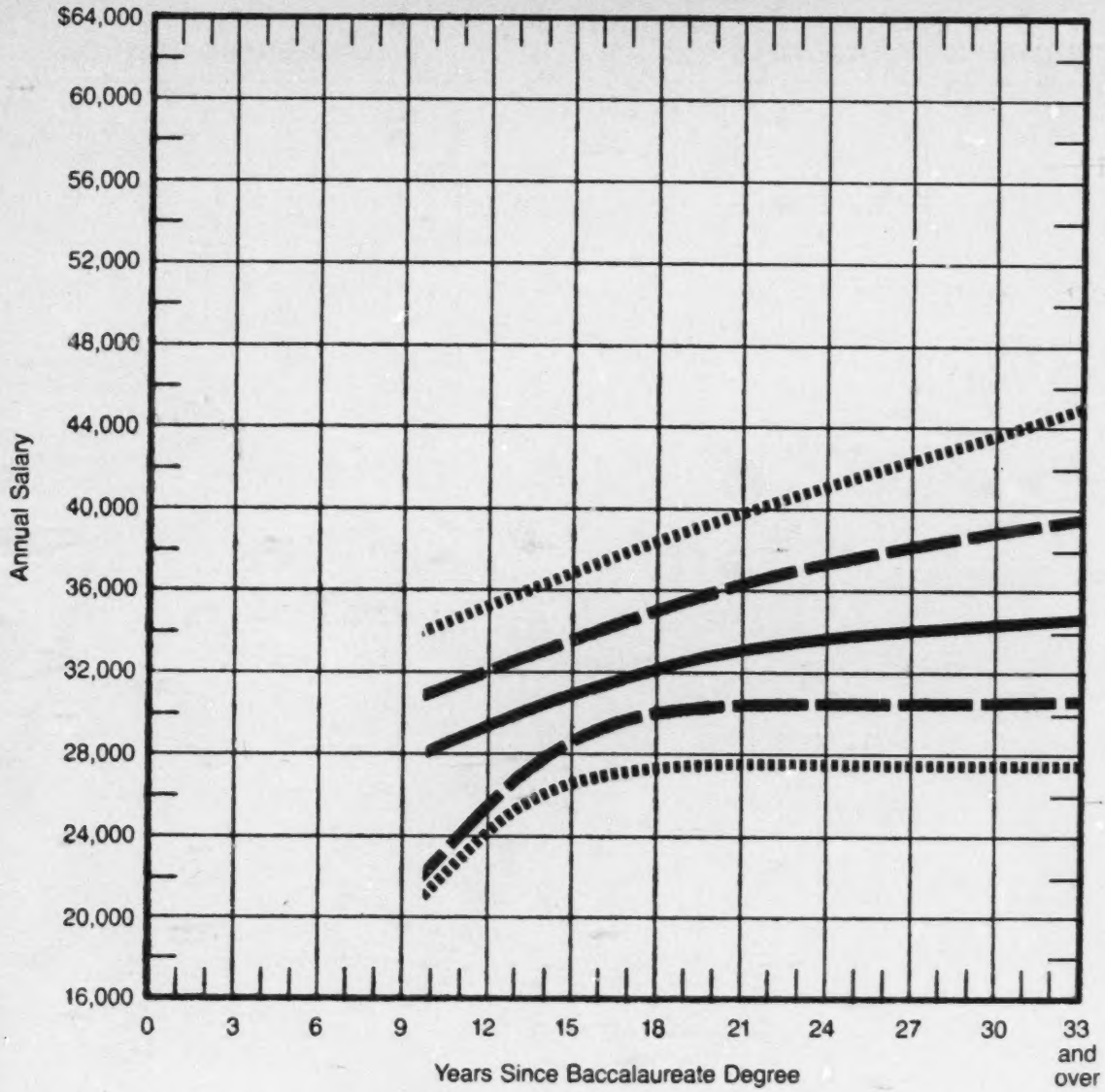
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41350	44800	47750	50150	52100	53550	54650	55550	56250
UPPER QUARTILE	33200	38800	43050	45900	47700	48800	49400	49750	49900
MEDIAN	28100	33000	36950	39850	41800	43050	43800	44250	44400
LOWER QUARTILE	23350	26900	30300	33250	35450	36850	37450	37300	36100
LOWER DECILE	20150	22500	24850	27100	29050	30600	31550	31850	30250
MEAN	29200	33200	36700	39400	41350	42550	43250	43650	43800
TOTAL NUMBER	14	33	75	110	143	135	115	148	168
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ENGINEERS EMPLOYED BY ENGINEERING SCHOOLS

PROFESSORS, ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	0	0	0	1
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

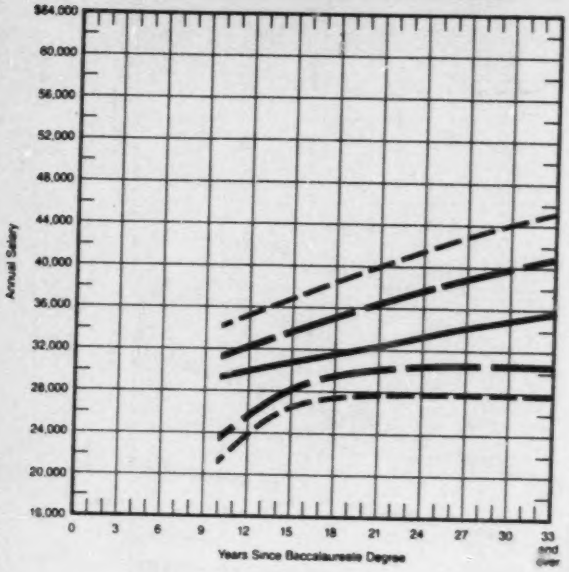
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34200	35850	37450	39000	40450	41750	42850	44000	44900
UPPER QUARTILE	31100	32700	34150	35500	36700	37700	38500	39250	39850
MEDIAN	28100	29900	31350	32450	33250	33850	34250	34600	34800
LOWER QUARTILE	22150	27250	29350	30050	30300	30400	30450	30450	30450
LOWER DECILE	20950	25250	27100	27650	27700	27650	27600	27600	27600
MEAN	28200	30150	31750	32950	33850	34500	34950	35300	35550
TOTAL NUMBER	17	94	341	620	774	692	636	929	1327
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

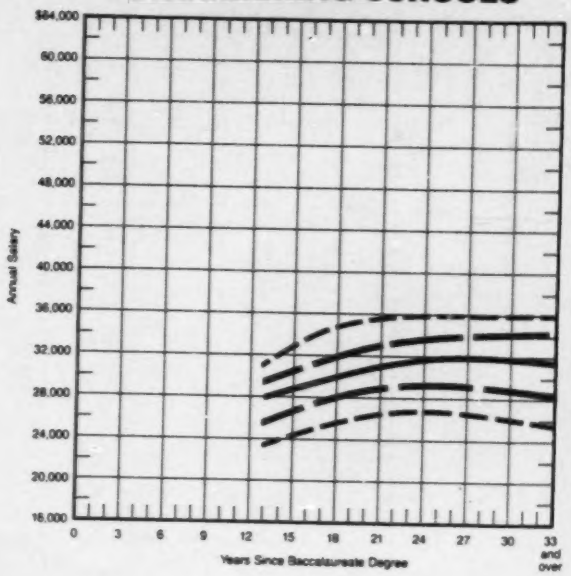
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

PROFESSORS
9-10 MONTH CONTRACTS

Ph.D ENGINEERING SCHOOLS



NON-Ph.D ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	0	0	0	1
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34700	36300	37900	39400	40850	42200	43350	44600	45850
UPPER QUARTILE	31450	33000	34500	35900	37150	38300	39200	40100	40550
MEDIAN	29400	30550	31600	32600	33450	34200	34800	35350	35550
LOWER QUARTILE	23350	27450	29450	30300	30650	30800	30850	30850	30900
LOWER DECILE	20800	26650	27700	27900	27950	27950	27950	27950	27950
MEAN	29000	30700	32100	33250	34200	34900	35450	35900	36250
TOTAL NUMBER	13	80	305	551	661	597	565	801	1148
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-Ph.D SCHOOLS

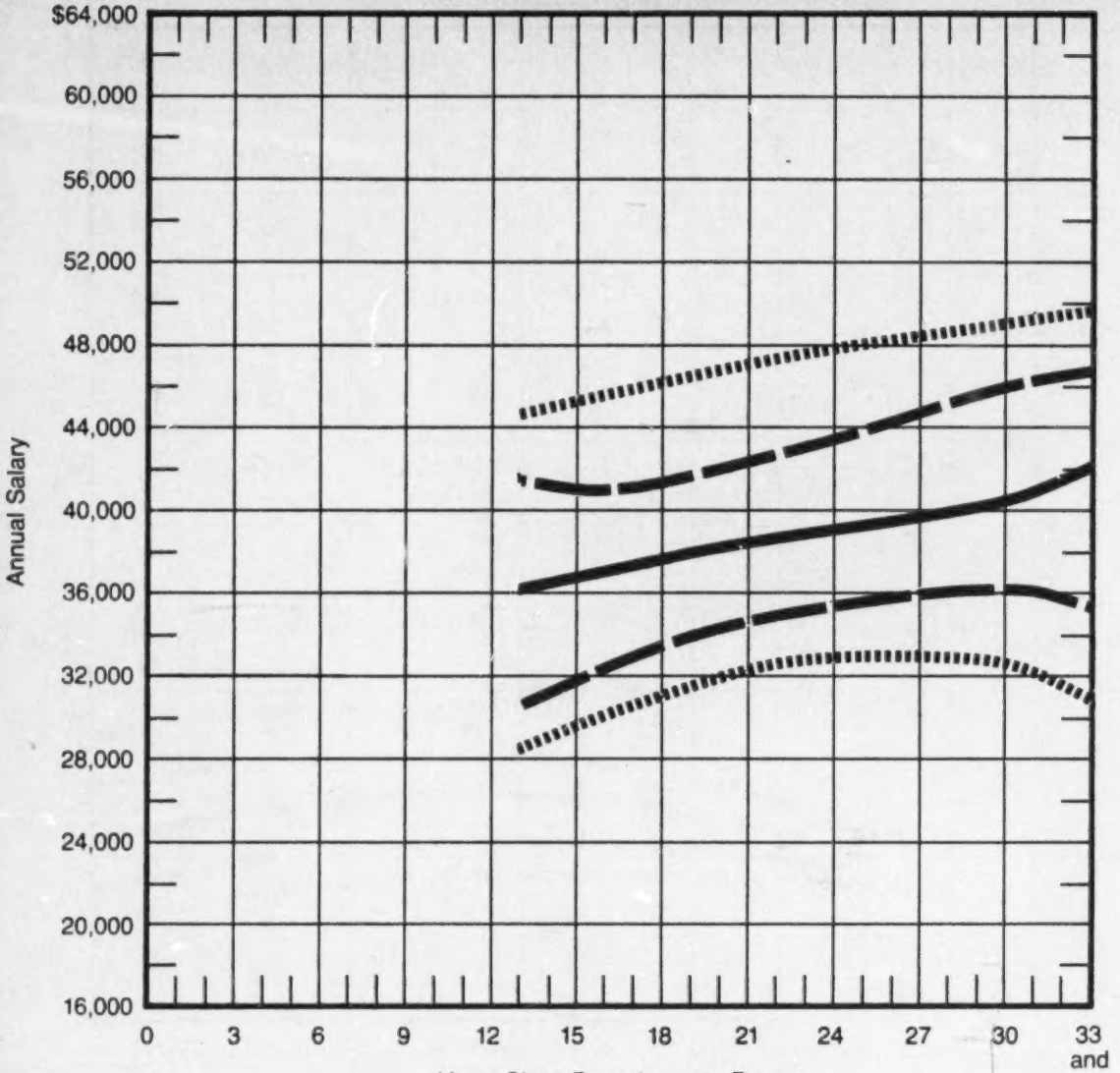
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	30850	34400	35500	35800	35850	35850	35900	35900
UPPER QUARTILE	0	29050	32350	33850	34400	34550	34550	34500	34500
MEDIAN	0	28100	29450	30600	31450	32000	32300	32300	31650
LOWER QUARTILE	0	25150	27150	28300	28750	28850	28650	28400	28100
LOWER DECILE	0	23450	25250	26100	26250	26100	25800	25400	25100
MEAN	0	27050	29800	31000	31400	31450	31450	31400	31350
TOTAL NUMBER	4	14	36	69	113	95	71	128	179
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

PROFESSORS, ALL ENGINEERING SCHOOLS
11-12 MONTH CONTRACTS



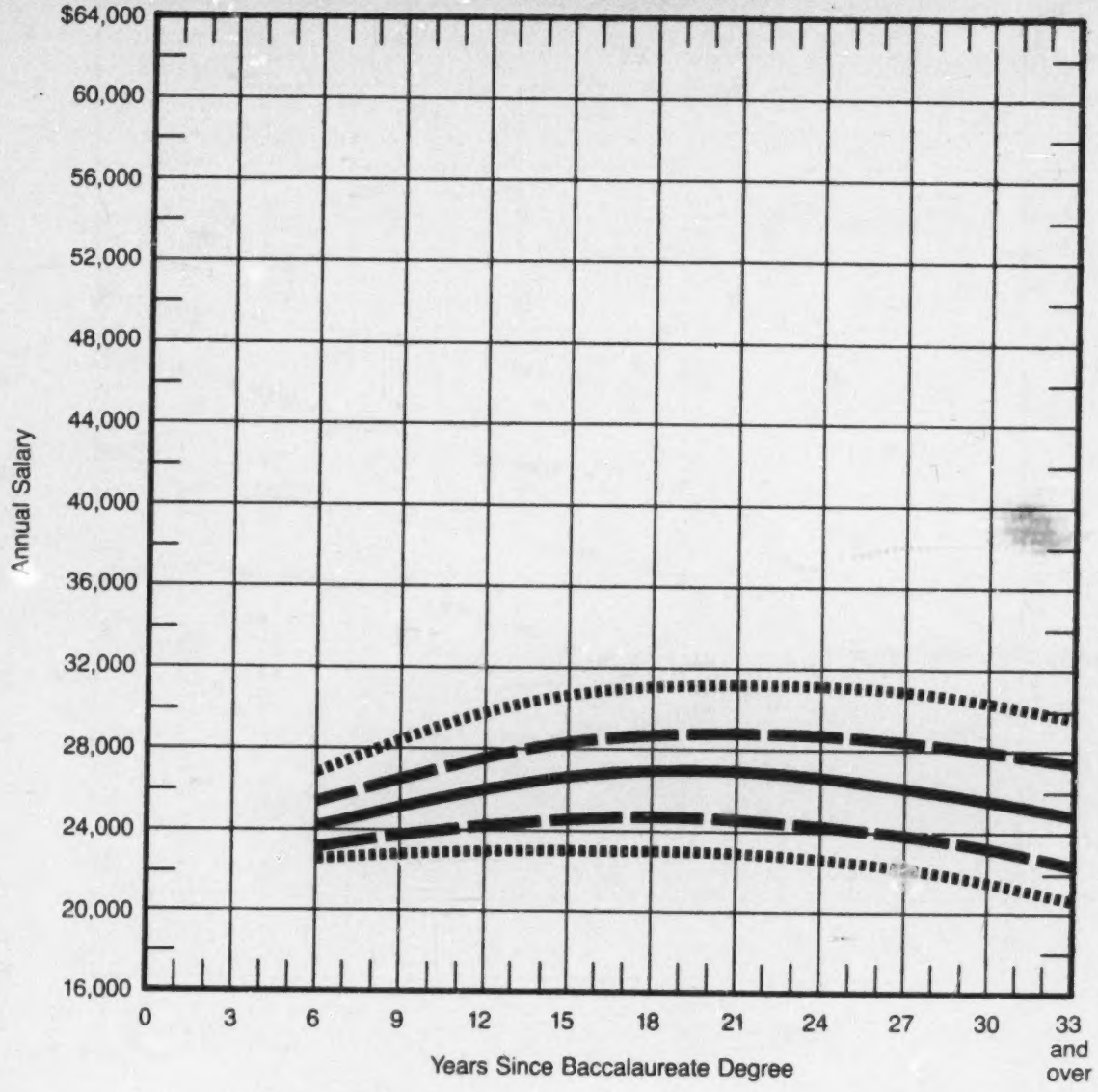
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	1	1	0	0	2	3	0	0	0
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	44450	45450	46350	47150	47850	48500	49150	49800
UPPER QUARTILE	0	42450	40950	41100	42100	43400	44650	46000	46950
MEDIAN	0	35900	36750	37600	38450	39250	39950	40850	42150
LOWER QUARTILE	0	30250	31850	33250	34500	35450	36100	36400	35350
LOWER DECILE	0	28100	29700	31050	32150	32900	33250	33000	30850
MEAN	0	35200	36450	37600	38650	39600	40350	41050	41450
TOTAL NUMBER	0	8	20	41	31	45	35	59	53
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSOCIATE PROFESSORS, ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	27100	27600	28100
UPPER QUARTILE	0	0	0	0	0	0	25850	26250	26550
MEDIAN	0	0	0	0	0	0	24200	24550	24850
LOWER QUARTILE	0	0	0	0	0	0	23250	23450	23650
LOWER DECILE	0	0	0	0	0	0	22350	22550	22700
MEAN	0	0	0	0	0	0	24500	24850	25150
TOTAL NUMBER	0	0	0	0	3	3	6	11	23
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

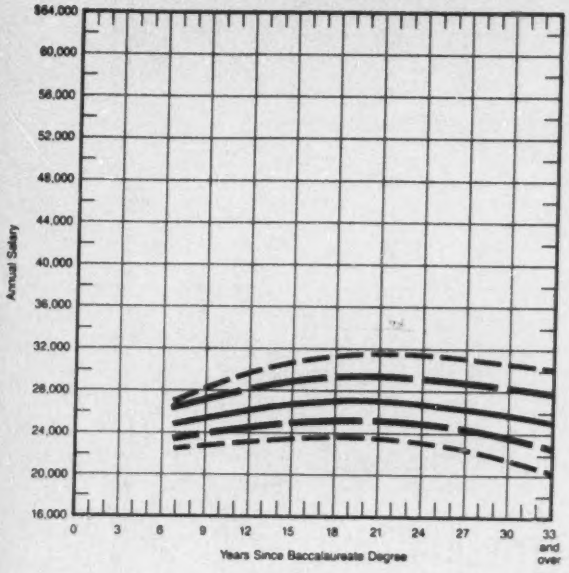
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	28950	30050	30800	31250	31400	31350	31100	30650	29800
UPPER QUARTILE	27200	27900	28400	28650	28750	28700	28500	28150	27500
MEDIAN	25400	26000	26400	26550	26550	26350	26100	25650	24950
LOWER QUARTILE	23950	24300	24500	24550	24450	24250	23950	23450	22500
LOWER DECILE	22950	23100	23050	22900	22600	22250	21850	21350	20700
MEAN	25700	26300	26700	26850	26850	26700	26450	26050	25500
TOTAL NUMBER	216	482	602	483	378	221	205	234	905
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	1

LEGEND

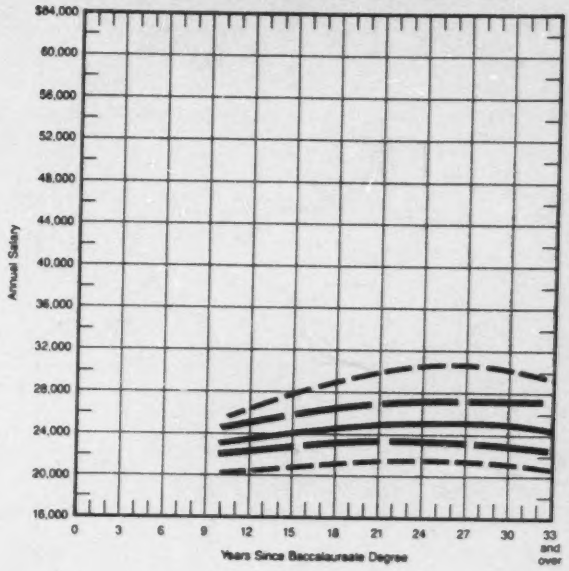
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSOCIATE PROFESSORS
9-10 MONTH CONTRACTS

Ph.D ENGINEERING SCHOOLS



NON-Ph.D ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	26950	27650
UPPER QUARTILE	0	0	0	0	0	0	0	26250	26650
MEDIAN	0	0	0	0	0	0	0	24750	25100
LOWER QUARTILE	0	0	0	0	0	0	0	23500	23800
LOWER DECILE	0	0	0	0	0	0	0	22650	22950
MEAN	0	0	0	0	0	0	0	24700	25200
TOTAL NUMBER	0	0	0	0	1	2	4	9	21
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	28950	30400	31300	31750	31750	31550	31250	30750	30150
UPPER QUARTILE	27400	28250	28800	29100	29150	29000	28750	28400	27800
MEDIAN	25750	26450	26850	27050	27000	26800	26500	26000	25300
LOWER QUARTILE	24300	24850	25150	25150	25000	24700	24300	23650	22600
LOWER DECILE	23400	23750	23800	23600	23200	22700	22200	21550	20850
MEAN	26000	26850	27300	27450	27350	27050	26750	26250	25700
TOTAL NUMBER	181	398	473	379	291	183	153	179	234
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	1

NON-Ph.D SCHOOLS

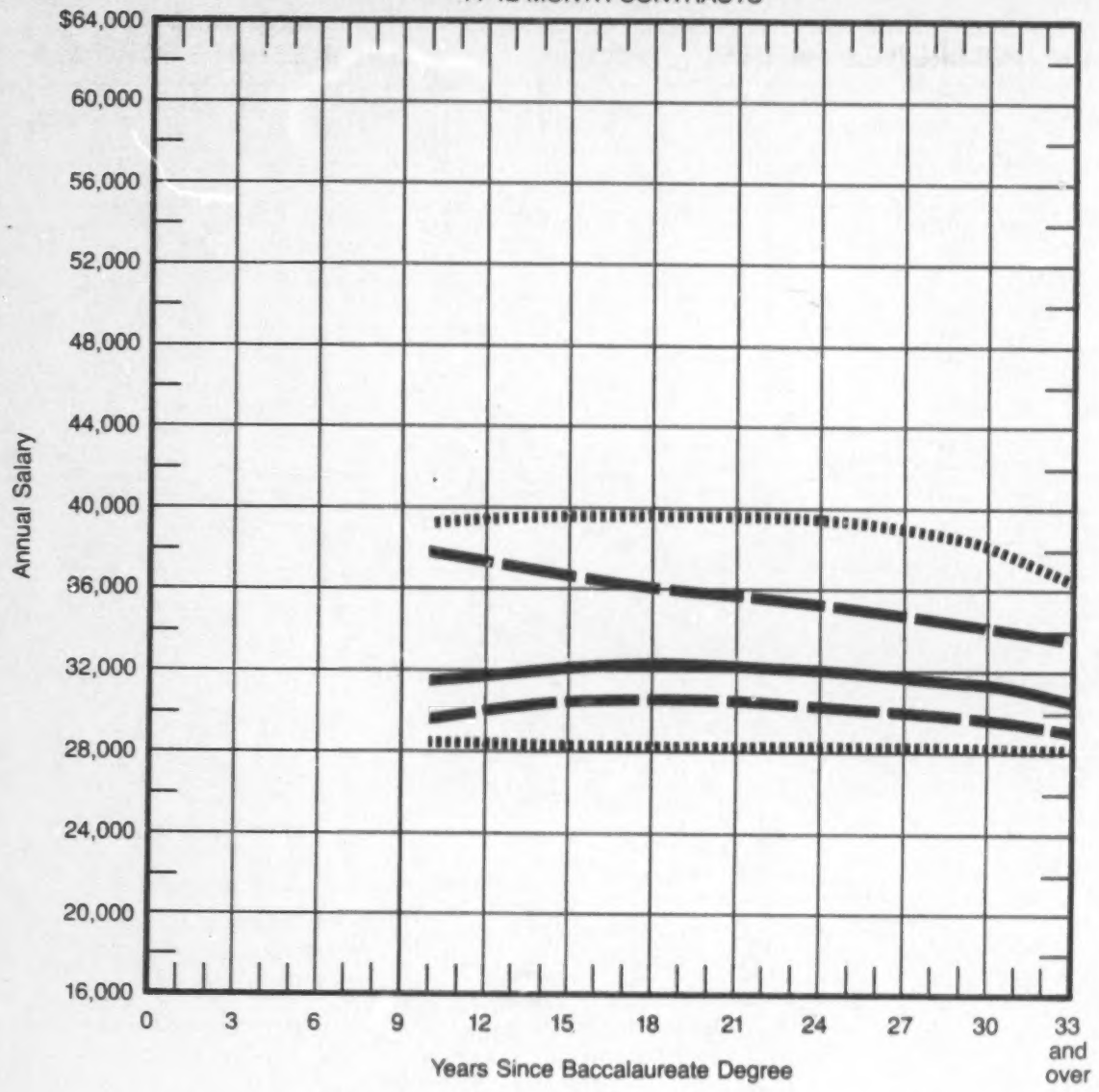
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	2	1	2	2	2
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	25800	27000	28100	29000	29750	30200	30450	30300	28950
UPPER QUARTILE	25250	25700	26100	26400	26650	26800	26950	27050	27150
MEDIAN	23400	23800	24200	24450	24650	24800	24800	24750	24200
LOWER QUARTILE	22200	22550	22800	23000	23150	23150	23100	22950	22300
LOWER DECILE	20150	20450	20650	20850	20950	20950	20950	20800	20250
MEAN	23550	24000	24450	24800	25050	25200	25300	25250	24850
TOTAL NUMBER	35	84	129	104	87	38	52	55	71
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile .....
Upper Quartile — — —
Median ▬▬▬
Lower Quartile — — —
Lower Decile .....

ASSOCIATE PROFESSORS, ALL ENGINEERING SCHOOLS
11-12 MONTH CONTRACTS



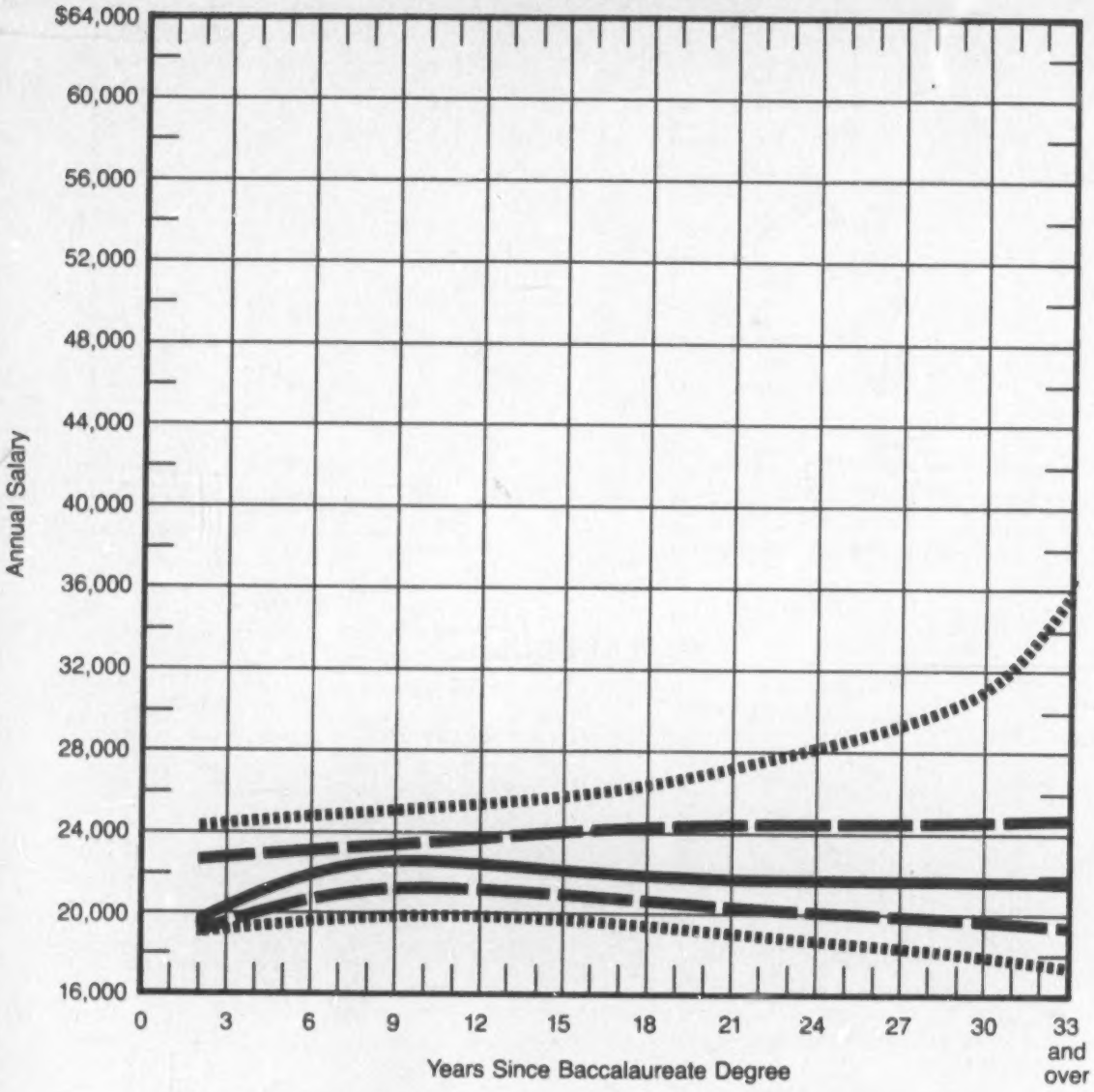
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	1	2
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39000	39450	39800	39900	39850	39600	39200	38400	36400
UPPER QUARTILE	38300	37400	36650	36000	35450	35000	34600	34250	33900
MEDIAN	31700	32350	32650	32750	32600	32300	31950	31450	30750
LOWER QUARTILE	29250	30100	30550	30650	30550	30250	29900	29450	28950
LOWER DECILE	28700	28350	28150	28050	28000	28000	28000	28000	28050
MEAN	33600	33500	33400	33250	33100	32900	32700	32350	31700
TOTAL NUMBER	11	18	33	42	22	15	15	21	23
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSISTANT PROFESSORS, ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	24250	24300	24350	24400	24500	24600	24700
UPPER QUARTILE	0	0	23200	23300	23350	23400	23450	23500	23600
MEDIAN	0	0	19750	20700	21450	21950	22300	22450	22550
LOWER QUARTILE	0	0	19350	19950	20400	20750	21000	21150	21250
LOWER DECILE	0	0	19500	19600	19700	19750	19800	19850	19850
MEAN	0	0	20800	21350	21700	22000	22200	22350	22450
TOTAL NUMBER	0	3	10	24	71	120	162	201	196
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	0	0	1	2	0

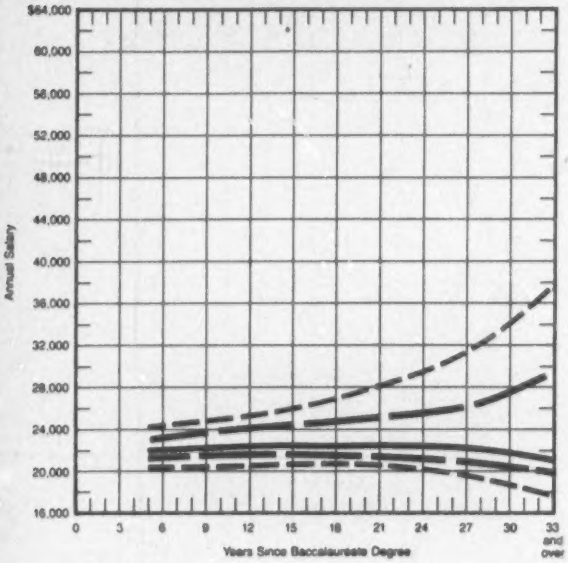
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	24950	25400	25950	26650	27500	28500	29700	31700	36800
UPPER QUARTILE	23700	23850	24050	24200	24350	24500	24650	24850	25150
MEDIAN	22550	22300	22100	21950	21850	21800	21750	21750	21750
LOWER QUARTILE	21300	21100	20750	20450	20150	19950	19850	19750	19700
LOWER DECILE	19850	19750	19550	19250	18950	18600	18250	17800	17200
MEAN	22550	22650	22700	22750	22750	22750	22750	22750	22750
TOTAL NUMBER	616	380	146	93	64	66	44	38	78
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	4	1	0	0	0	0	1	3

LEGEND

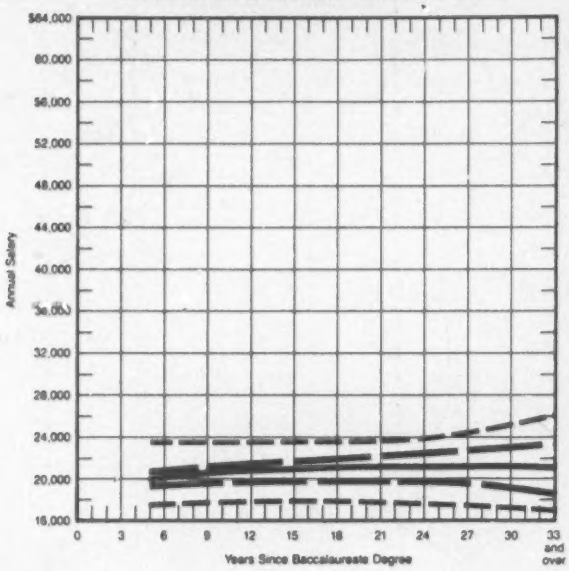
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSISTANT PROFESSORS
9-10 MONTH CONTRACTS

Ph.D ENGINEERING SCHOOLS



NON-Ph.D ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	23950	24050	24200	24350	24500	24650	24850
UPPER QUARTILE	0	0	23450	23450	23500	23550	23600	23650	23700
MEDIAN	0	0	21450	21700	21900	22100	22300	22450	22600
LOWER QUARTILE	0	0	20800	20950	21050	21150	21250	21300	21350
LOWER DECILE	0	0	19900	19950	20050	20100	20150	20200	20250
MEAN	0	0	22000	22100	22200	22300	22400	22450	22550
TOTAL NUMBER	3	2	10	20	64	110	144	177	1[illegible]
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	25250	25900	26700	27600	28650	29900	31350	33600	38750
UPPER QUARTILE	23850	24150	24500	24900	25350	25950	26600	27650	30100
MEDIAN	22800	22950	22950	22850	22650	22400	22100	21750	21300
LOWER QUARTILE	21500	21550	21550	21450	21250	21000	20650	20150	19050
LOWER DECILE	20300	20300	20200	20050	19750	19450	19050	18400	17100
MEAN	22750	23000	23250	23500	23700	23900	24100	24350	24700
TOTAL NUMBER	536	292	106	53	35	46	27	27	56
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	2	0	0	0	0	0	0	3

NON-Ph.D SCHOOLS

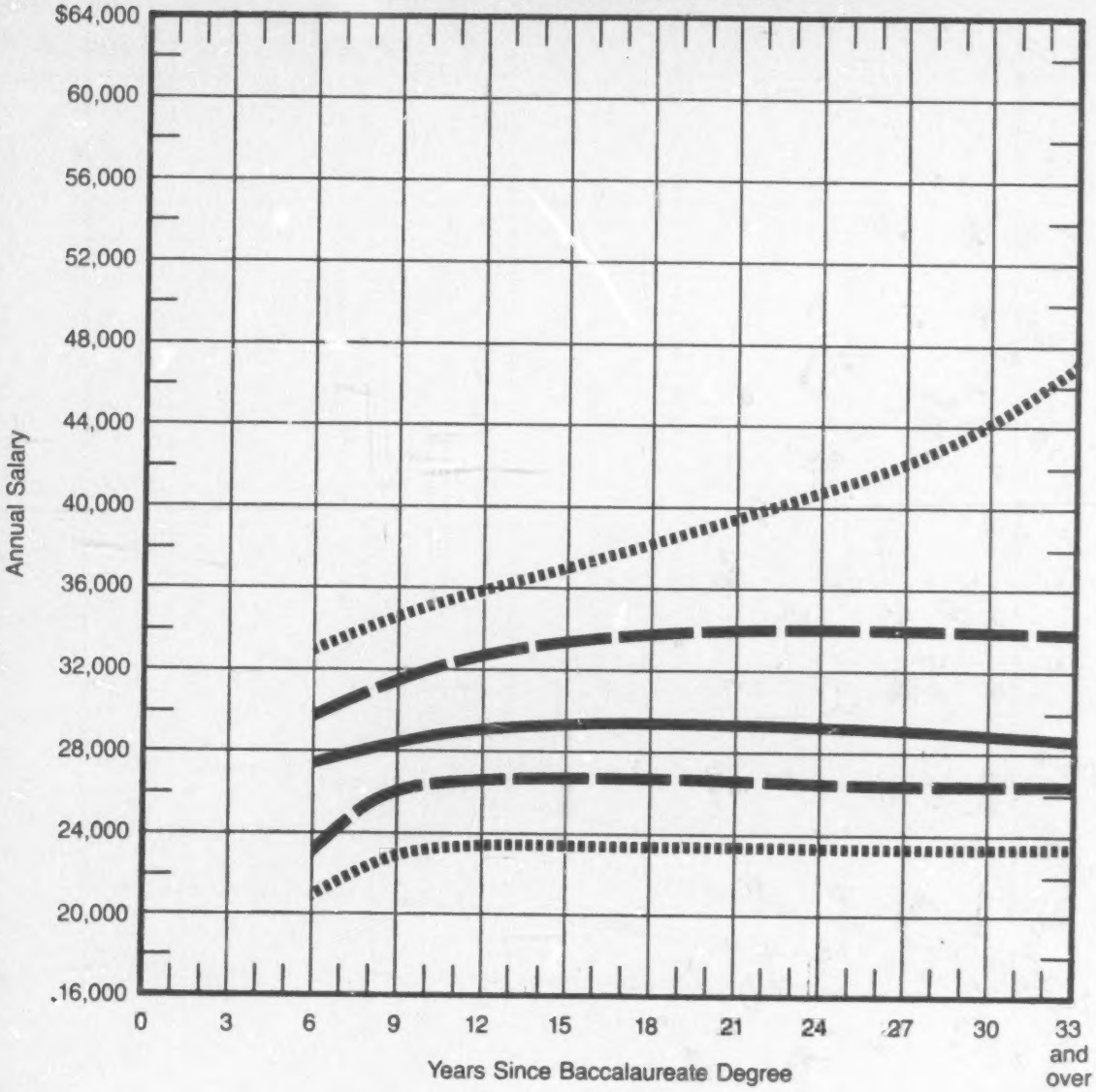
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	23150	23150	23150	23200	23200
UPPER QUARTILE	0	0	0	0	21600	21650	21700	21750	21800
MEDIAN	0	0	0	0	20150	20350	20550	20700	20800
LOWER QUARTILE	0	0	0	0	19000	19200	19350	19500	19600
LOWER DECILE	0	0	0	0	17300	17450	17850	18150	18400
MEAN	0	0	0	0	19800	20150	20450	20650	20750
TOTAL NUMBER	4	1	0	4	7	10	18	24	28
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	0	0	1	0	0	1	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	23250	23350	23500	23700	23950	24250	24600	25150	26400
UPPER QUARTILE	21900	22050	22200	22350	22500	22650	22800	22950	23250
MEDIAN	20950	21100	21100	21100	21100	21050	21050	21050	21050
LOWER QUARTILE	19750	19800	19700	19550	19350	19150	19000	18800	18700
LOWER DECILE	18700	18750	18600	18300	18000	17750	17550	17400	17300
MEAN	20950	21050	21100	21100	21100	21100	21100	21100	21100
TOTAL NUMBER	80	88	40	40	29	20	17	11	22
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	2	1	0	0	0	0	1	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSISTANT PROFESSORS, ALL ENGINGEERING SCHOOLS
11-12 MONTH CONTRACTS



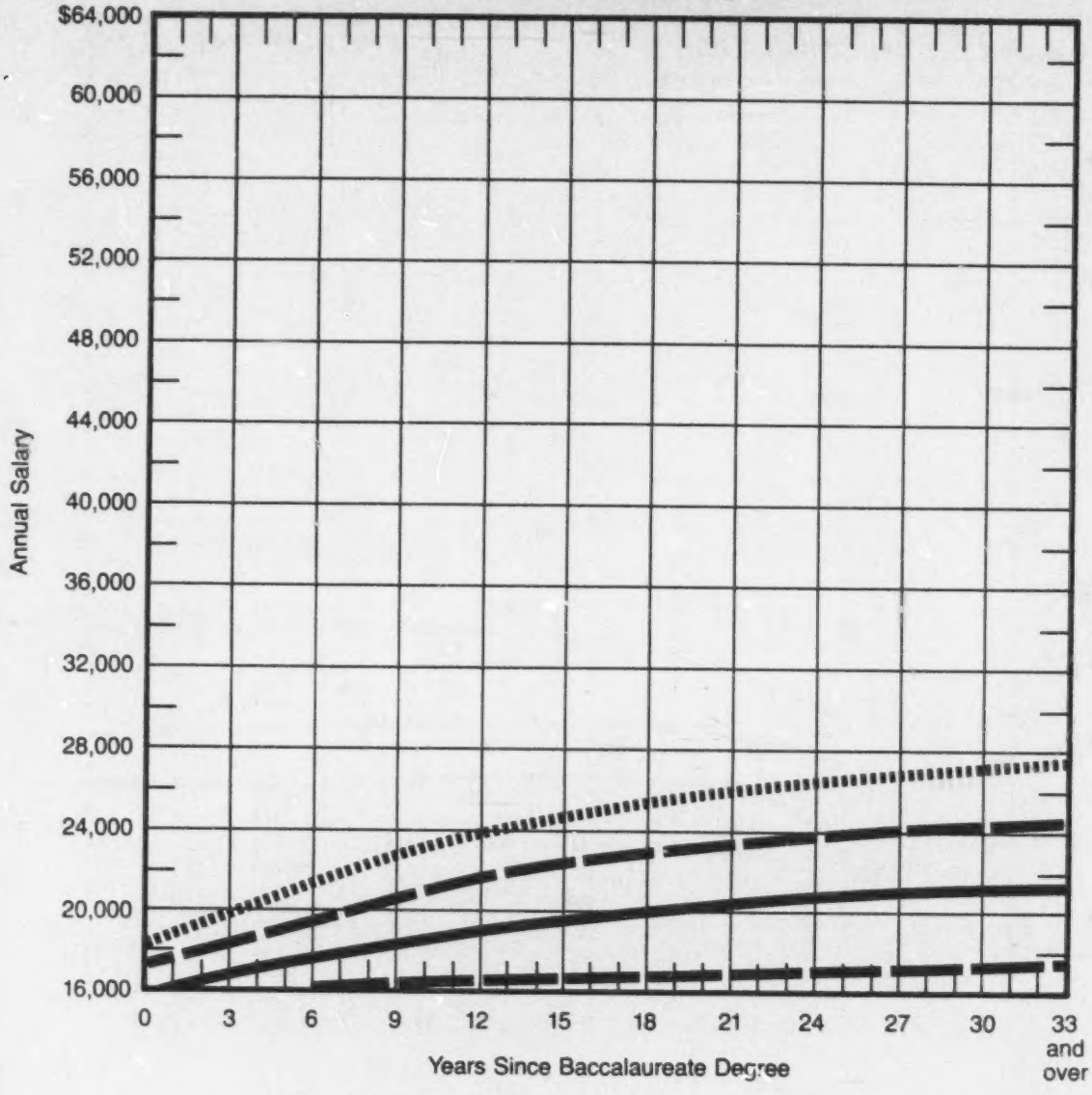
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	32850	33200	33600
UPPER QUARTILE	0	0	0	0	0	0	29500	30150	30750
MEDIAN	0	0	0	0	0	0	27450	27800	28050
LOWER QUARTILE	0	0	0	0	0	0	22550	24050	25050
LOWER DECILE	0	0	0	0	0	0	20850	22300	23000
MEAN	0	0	0	0	0	0	27000	27450	27900
TOTAL NUMBER	0	1	0	0	3	1	7	6	14
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34450	35650	36950	38250	39550	40900	0	44050	47200
UPPER QUARTILE	31700	32800	33450	33800	33950	34000	0	34000	34000
MEDIAN	28500	29000	29200	29300	29250	29200	0	28950	28850
LOWER QUARTILE	26100	26550	26600	26600	26600	26600	0	26600	26600
LOWER DECILE	23400	23300	23250	23200	23200	23200	0	23200	23200
MEAN	28600	29450	30000	30350	30600	30750	0	30900	30950
TOTAL NUMBER	55	34	39	11	77	38	3	5	10
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

INSTRUCTORS, ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	18300	18800	19300	19800	20300	20750	21200	21650	22050
UPPER QUARTILE	17100	17450	17850	18200	18600	18950	19300	19650	19950
MEDIAN	15950	16200	16450	16700	16950	17200	17450	17700	17950
LOWER QUARTILE	15700	15750	15800	15850	15900	15950	16000	16000	16050
LOWER DECILE	15100	15150	15200	15250	15300	15350	15350	15400	15450
MEAN	16450	16700	16950	17200	17400	17650	17850	18100	18300
TOTAL NUMBER	8	9	21	25	30	25	20	18	19
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	6	5	10	15	7	7	4	4	4

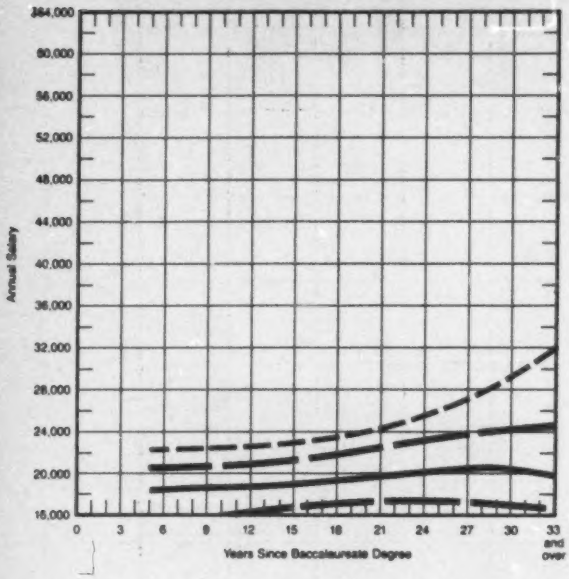
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	22850	23850	24750	25450	26000	26450	0	27050	27250
UPPER QUARTILE	20600	21450	22200	22800	23350	23800	0	24450	24750
MEDIAN	18400	19050	19600	20100	20500	20850	0	21250	21200
LOWER QUARTILE	16150	16300	16450	16600	16750	16900	0	17200	17500
LOWER DECILE	15550	15650	15700	15800	15850	15850	0	15850	15750
MEAN	18700	19250	19750	20200	20550	20900	0	21400	21650
TOTAL NUMBER	52	39	21	11	11	7	4	15	23
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	13	10	4	1	1	2	1	1	4

LEGEND

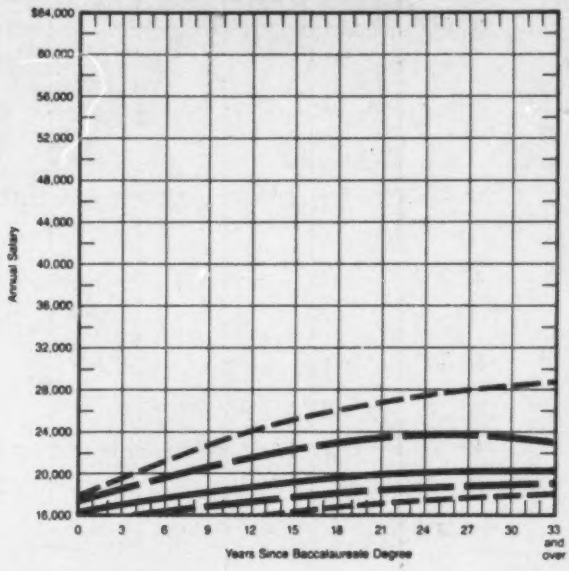
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

INSTRUCTORS
9-10 MONTH CONTRACTS

Ph.D
ENGINEERING SCHOOLS



NON-Ph.D
ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	19900	20150	20350	20600	20850	21100	21350	21600
UPPER QUARTILE	0	17450	17850	18200	18550	18900	19250	19600	19900
MEDIAN	0	16450	16650	16850	17050	17250	17450	17650	17800
LOWER QUARTILE	0	15400	15500	15550	15650	15700	15750	15800	15850
LOWER DECILE	0	15200	15200	15250	15250	15300	15300	15300	15350
MEAN	0	16900	17050	17250	17450	17600	17800	17950	18150
TOTAL NUMBER	1	7	9	20	19	18	15	14	12
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	3	6	12	6	5	4	4	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	22150	22950	23850	24750	25700	26700	0	29200	32000
UPPER QUARTILE	20550	21400	22100	22750	23250	23700	0	24350	24650
MEDIAN	18200	18700	19150	19550	19850	20100	0	20300	19950
LOWER QUARTILE	16000	16100	16200	16300	16350	16350	0	16300	16050
LOWER DECILE	15350	15400	15450	15450	15500	15500	0	15500	15450
MEAN	18450	18950	19400	19850	20200	20550	0	21200	21650
TOTAL NUMBER	33	28	15	6	7	6	2	8	14
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	11	8	4	1	1	2	1	1	4

NON-Ph.D SCHOOLS

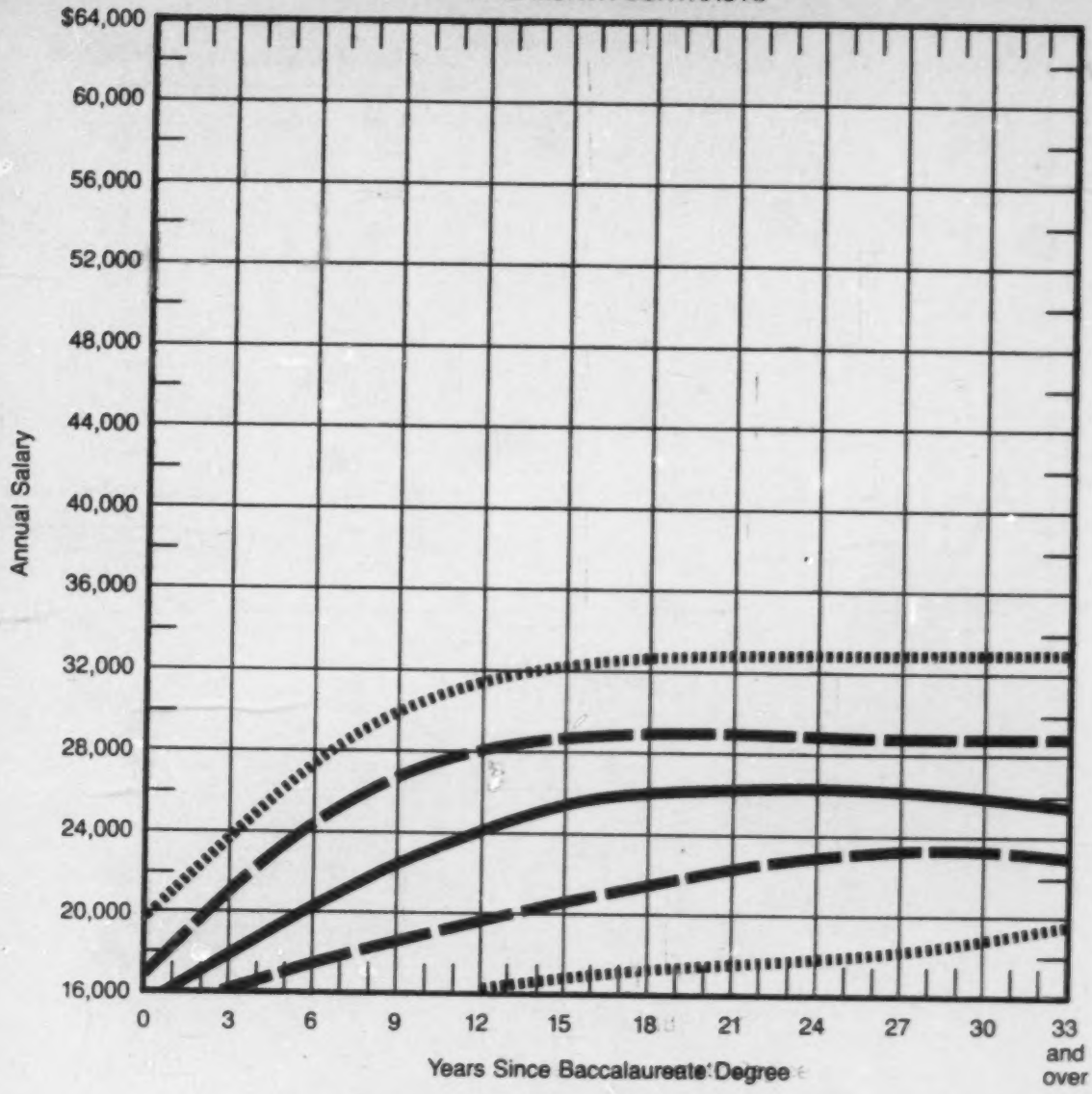
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	17300	0	18700	19400	20050	20700	21350	0	22500
UPPER QUARTILE	16700	0	17550	18000	18400	18850	19250	0	20050
MEDIAN	16100	0	16700	16950	17250	17500	17750	0	18200
LOWER QUARTILE	15550	0	15850	16000	16100	16250	16400	0	16650
LOWER DECILE	15450	0	15500	15550	15550	15600	15650	0	15700
MEAN	16300	0	16900	17200	17500	17800	18050	0	18550
TOTAL NUMBER	7	2	12	5	11	7	5	4	7
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	5	2	4	3	1	2	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	23550	24900	25950	26750	0	0	0	28300	28450
UPPER QUARTILE	20800	21800	22600	23250	0	0	0	23800	23200
MEDIAN	18600	19100	19500	19800	0	0	0	20400	20450
LOWER QUARTILE	16950	17350	17700	18050	0	0	0	19200	19650
LOWER DECILE	15800	16000	16200	16450	0	0	0	18050	19350
MEAN	19050	19700	20300	20750	0	0	0	21900	22100
TOTAL NUMBER	19	11	6	5	4	1	2	7	9
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	2	0	0	0	0	0	0	0

LEGEND

Upper Decile .....
Upper Quartile — — —
Median ▬▬▬
Lower Quartile — — —
Lower Decile .....

INSTRUCTORS, ALL ENGINEERING SCHOOLS
11-12 MONTH CONTRACTS



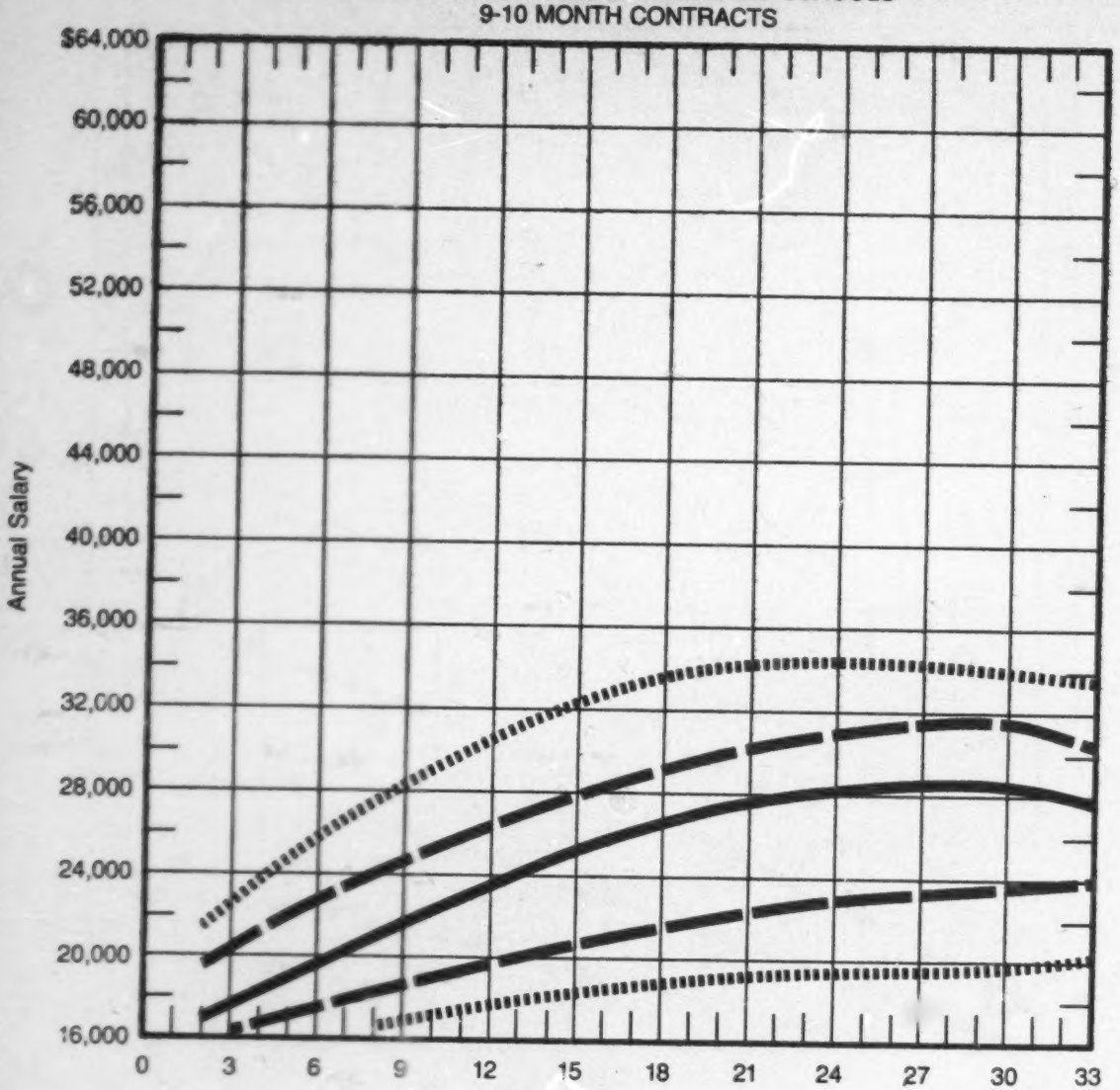
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	19600	21100	22500	23850	25050	26150	27150	28000	28750
UPPER QUARTILE	16650	18200	19700	21100	22300	23400	24350	25150	25850
MEDIAN	15300	16100	16900	17750	18550	19300	20100	20800	21500
LOWER QUARTILE	15000	15350	15650	16000	16350	16650	17000	17350	17700
LOWER DECILE	15350	15350	15350	15350	15400	15450	15450	15550	15600
MEAN	16350	17150	17950	18700	19400	20050	20700	21300	21850
TOTAL NUMBER	5	5	8	6	6	6	5	6	7
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	3	4	5	2	2	1	0	1	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	30000	31250	32050	0	0	32850	32900	0	32950
UPPER QUARTILE	26900	27900	28400	0	0	28850	28850	0	28850
MEDIAN	22750	24250	25250	0	0	26050	25950	0	25400
LOWER QUARTILE	18350	19350	20300	0	0	22600	23050	0	23000
LOWER DECILE	15750	16050	16400	0	0	17700	18150	0	19500
MEAN	22800	23900	24700	0	0	25800	25950	0	26100
TOTAL NUMBER	15	7	8	1	3	6	9	3	10
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	1	1	0	0	1	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

RESEARCHERS, ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



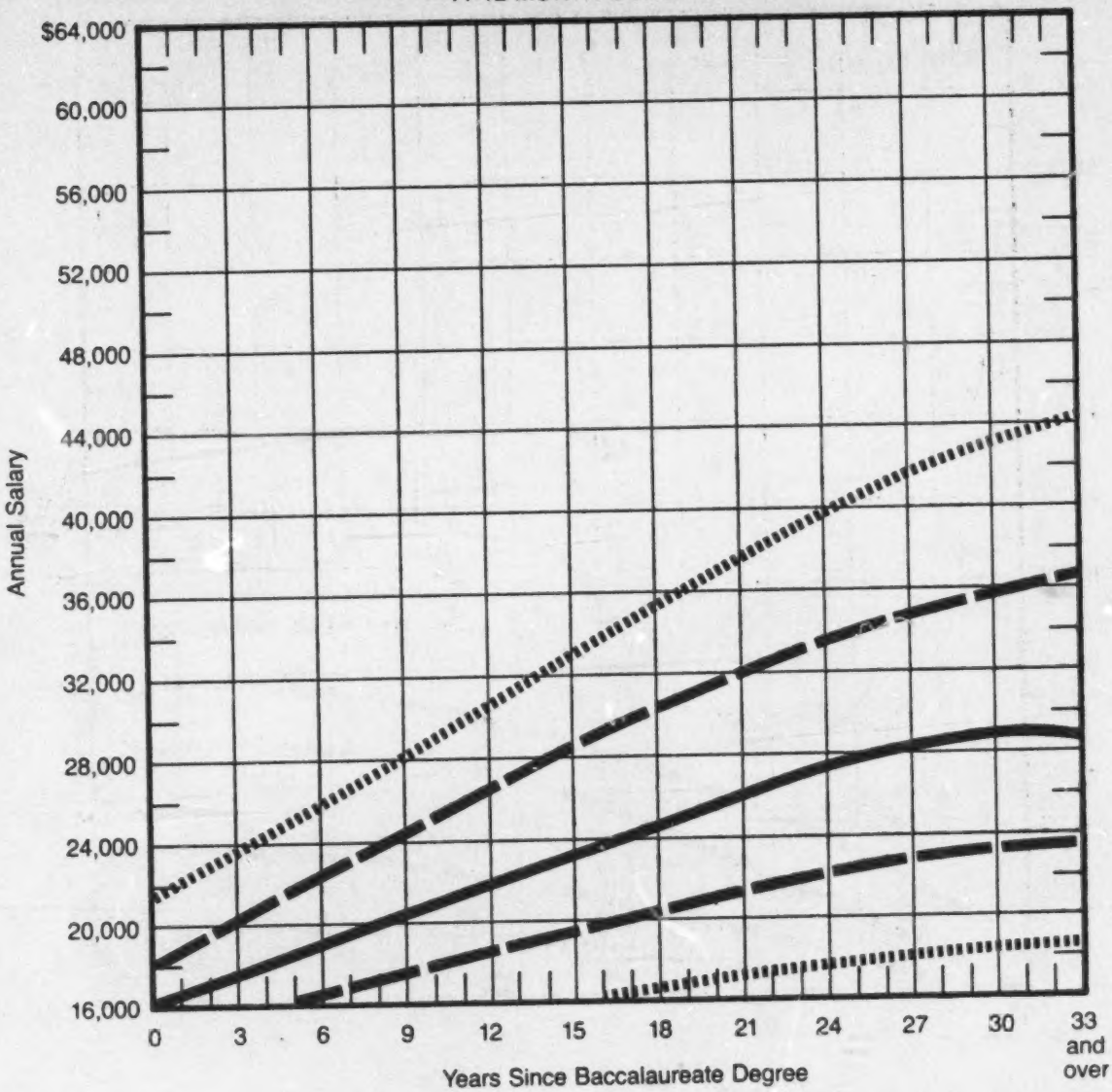
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	21600	22500	23450	0	25250	0	26950
UPPER QUARTILE	0	0	19800	20350	20900	0	22050	0	23250
MEDIAN	0	0	16900	17500	18100	0	19350	0	20550
LOWER QUARTILE	0	0	15650	16050	16400	0	17200	0	17900
LOWER DECILE	0	0	14750	15000	15300	0	15800	0	16300
MEAN	0	0	17550	18100	18700	0	19850	0	21000
TOTAL NUMBER	1	0	6	8	7	4	14	4	9
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	1	3	2	2	3	1	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	28550	30650	32250	0	34000	34250	34200	33900	33350
UPPER QUARTILE	24400	26050	27600	0	30050	30850	31300	31450	30550
MEDIAN	21800	23550	25100	0	27450	28100	28400	28400	27600
LOWER QUARTILE	18650	19650	20600	0	22100	22700	23200	23650	24150
LOWER DECILE	16800	17450	18050	0	19050	19400	19650	19950	20200
MEAN	22100	23600	24900	0	26700	27200	27450	27500	27150
TOTAL NUMBER	19	17	10	3	10	8	10	7	17
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	1	1	0	0	1	0	1	0

LEGEND

- pper Decile
- pper Quartile
- edian
- ower Quartile
- ower Decile

RESEARCHERS, ALL ENGINEERING SCHOOLS
11-12 MONTH CONTRACTS



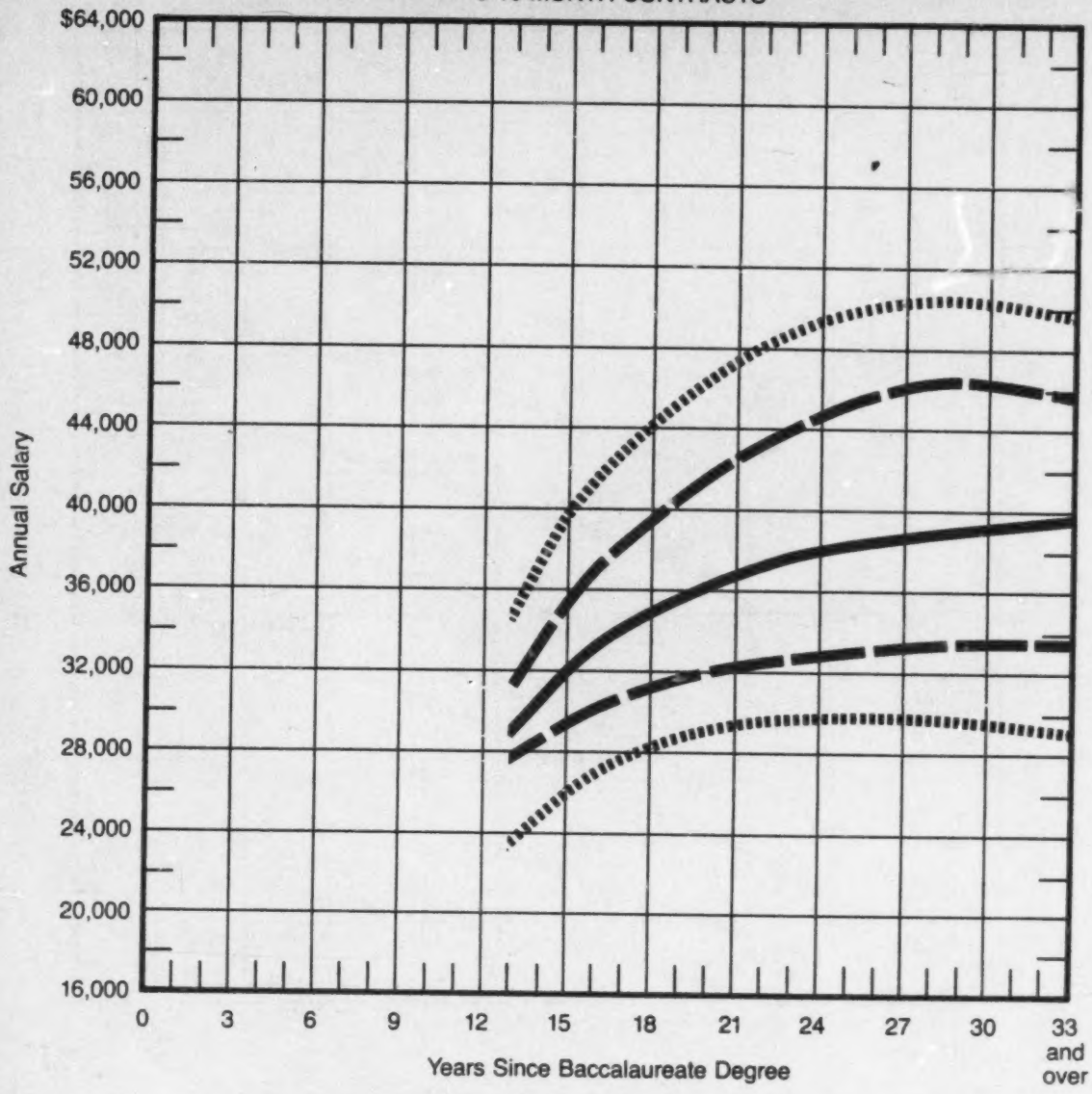
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21900	22500	23150	23800	24500	25200	25900	26650	27400
UPPER QUARTILE	18100	18750	19400	20050	20750	21400	22150	22850	23550
MEDIAN	15900	16350	16800	17250	17700	18200	18700	19200	19700
LOWER QUARTILE	14650	15000	15300	15600	15950	16250	16600	16900	17250
LOWER DECILE	15450	15400	15350	15350	15350	15350	15350	15400	15450
MEAN	17150	17600	18050	18500	18950	19450	19900	20400	20900
TOTAL NUMBER	12	21	21	25	31	38	50	53	50
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	6	6	9	8	12	9	9	12	10

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	28950	31350	33800	36200	38550	40650	42400	43950	44100
UPPER QUARTILE	24950	27100	29150	31000	32600	33950	35000	35950	36600
MEDIAN	20750	22350	23900	25400	26750	27850	28700	29250	28500
LOWER QUARTILE	17900	18900	19900	20800	21700	22450	23050	23650	23850
LOWER DECILE	15600	15900	16250	16650	17050	17450	17800	18200	18600
MEAN	21900	23450	24950	26400	27700	28900	29800	30550	30350
TOTAL NUMBER	134	109	91	65	57	46	49	60	81
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	20	11	9	7	5	2	3	3	3

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ADMINISTRATORS, ALL ENGINEERING SCHOOLS
9-10 MONTH CONTRACTS



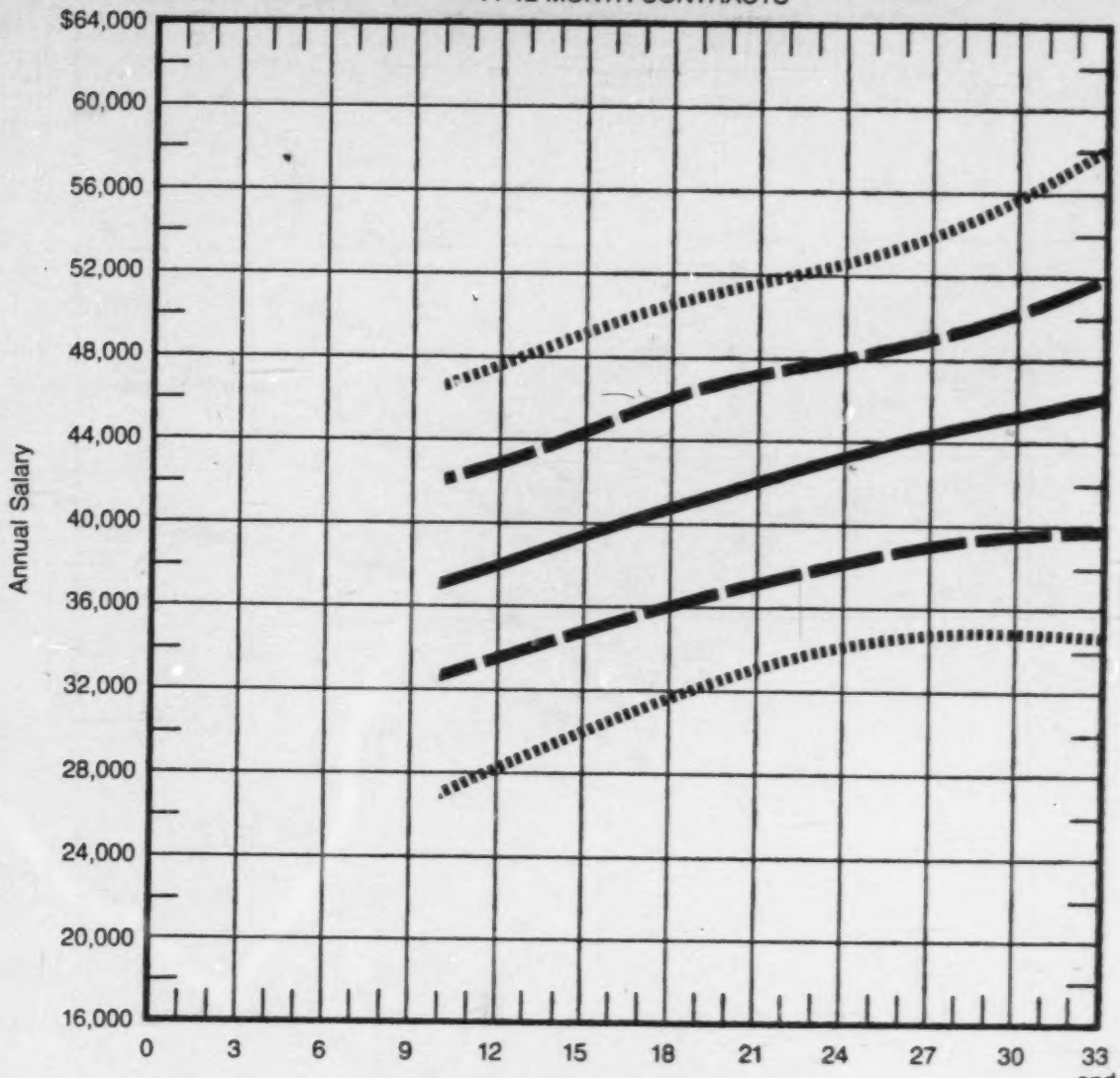
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	34750	39900	44250	47400	49300	50200	50300	49650
UPPER QUARTILE	0	31200	35650	39600	42700	44750	45850	46200	45600
MEDIAN	0	28900	32300	34950	36900	38100	38850	39350	39600
LOWER QUARTILE	0	27650	29550	31050	32100	32800	33200	33450	33500
LOWER DECILE	0	23300	26150	28200	29350	29800	29850	29550	29150
MEAN	0	29150	32600	35500	37650	39000	39700	39950	39700
TOTAL NUMBER	3	6	23	41	44	48	37	40	61
OVER $71000	0	0	0	0	0	0	0	0	C
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ADMINISTRATORS, ALL ENGINEERING SCHOOLS
11-12 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	1	0
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

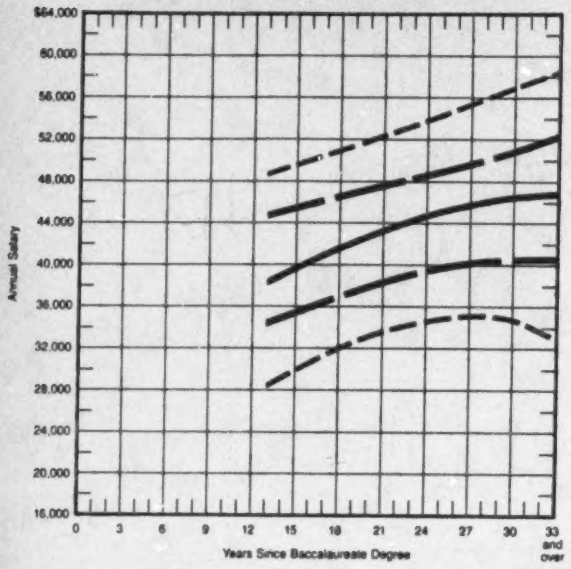
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46650	48100	49500	50850	52200	53450	54600	56050	58150
UPPER QUARTILE	42250	43750	45200	46550	47800	48950	49900	50950	52200
MEDIAN	36850	38450	40000	41450	42750	43900	44850	45700	46100
LOWER QUARTILE	32650	34000	35250	36450	37500	38350	39050	39600	39600
LOWER DECILE	27350	29150	30750	32200	33350	34150	34550	34550	33100
MEAN	37250	38800	40250	41600	42850	43900	44750	45550	45850
TOTAL NUMBER	5	19	56	88	123	116	99	127	138
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

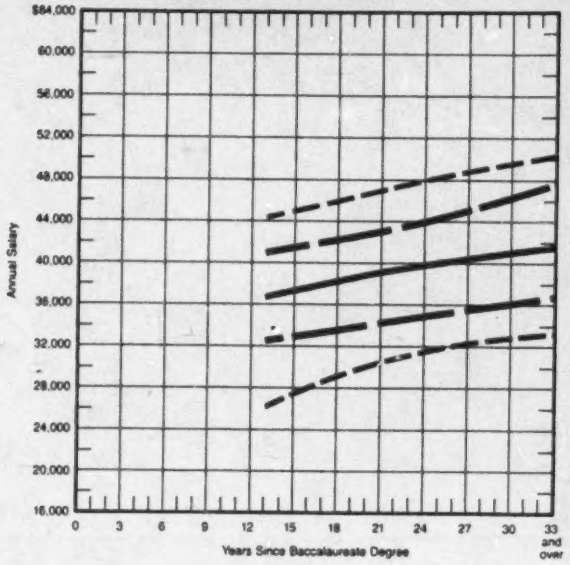
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ADMINISTRATORS
11-12 MONTH CONTRACTS

Ph.D ENGINEERING SCHOOLS



NON-Ph.D ENGINEERING SCHOOLS



Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	48800	50300	51750	53100	54350	55450	56750	58450
UPPER QUARTILE	0	44800	46200	47450	48650	49750	50700	51800	53150
MEDIAN	0	38450	40750	42650	44100	45100	45750	46200	46300
LOWER QUARTILE	0	34000	36200	37900	39200	40000	40400	40450	40000
LOWER DECILE	0	28400	30900	33050	34600	35550	35800	35250	32800
MEAN	0	38500	40750	42600	44000	45000	45650	46100	46300
TOTAL NUMBER	4	14	38	66	99	90	83	110	119
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-Ph.D SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	1	0
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

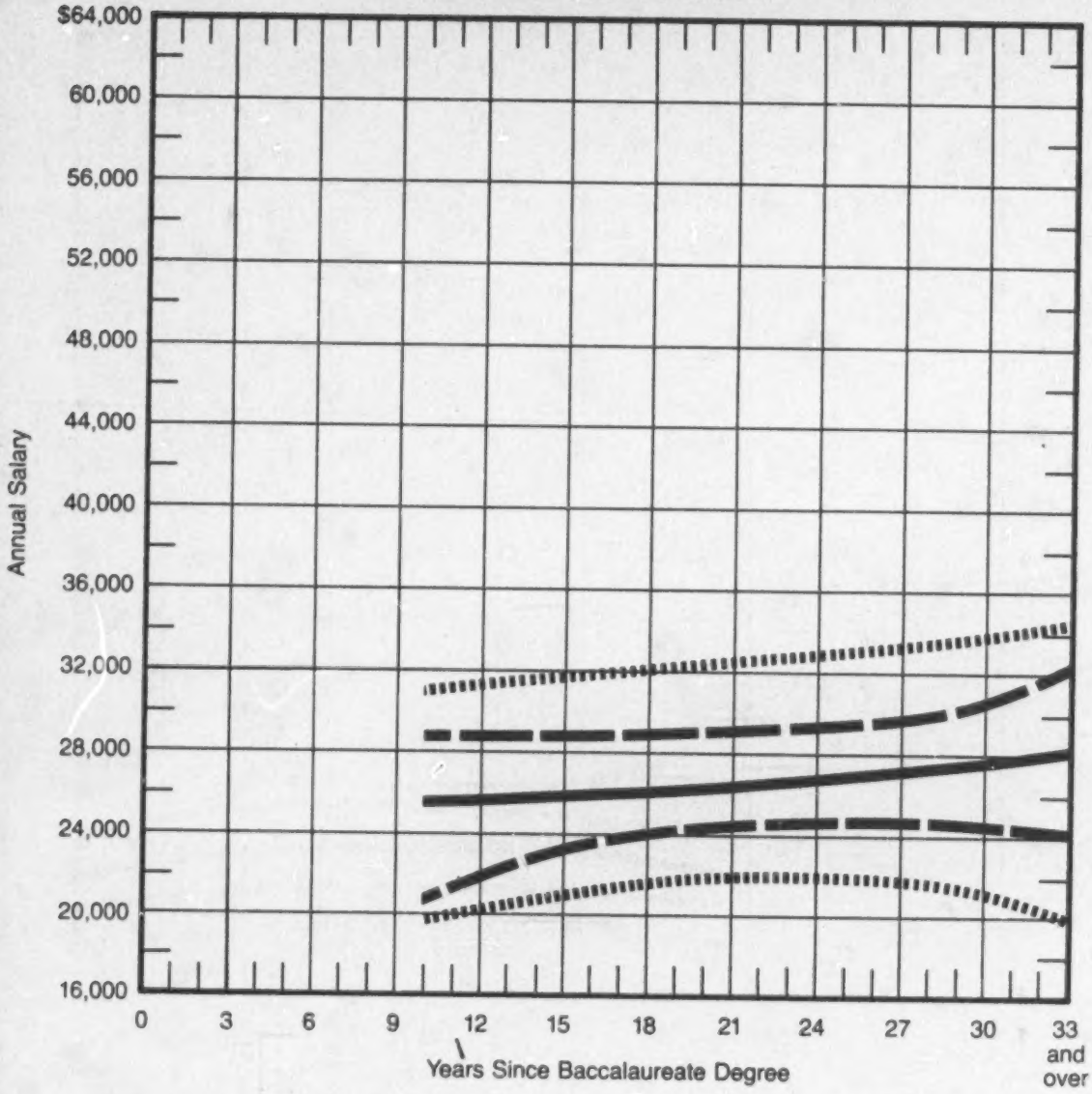
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	44400	45700	46900	48000	48950	49700	50400	50750
UPPER QUARTILE	0	41650	41550	42200	43350	44700	46000	47500	48800
MEDIAN	0	35650	37050	38250	39350	40250	40950	41700	42400
LOWER QUARTILE	0	32950	33600	34200	34800	35350	35900	36500	37400
LOWER DECILE	0	26100	28050	29700	31000	31950	32600	33050	33200
MEAN	0	36550	37550	38500	39400	40200	40850	41650	42600
TOTAL NUMBER	1	5	18	22	24	26	16	17	19
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ENGINEERS EMPLOYED BY TECHNOLOGY SCHOOLS

PROFESSORS, TECHNOLOGY SCHOOLS
9-10 MONTH CONTRACTS



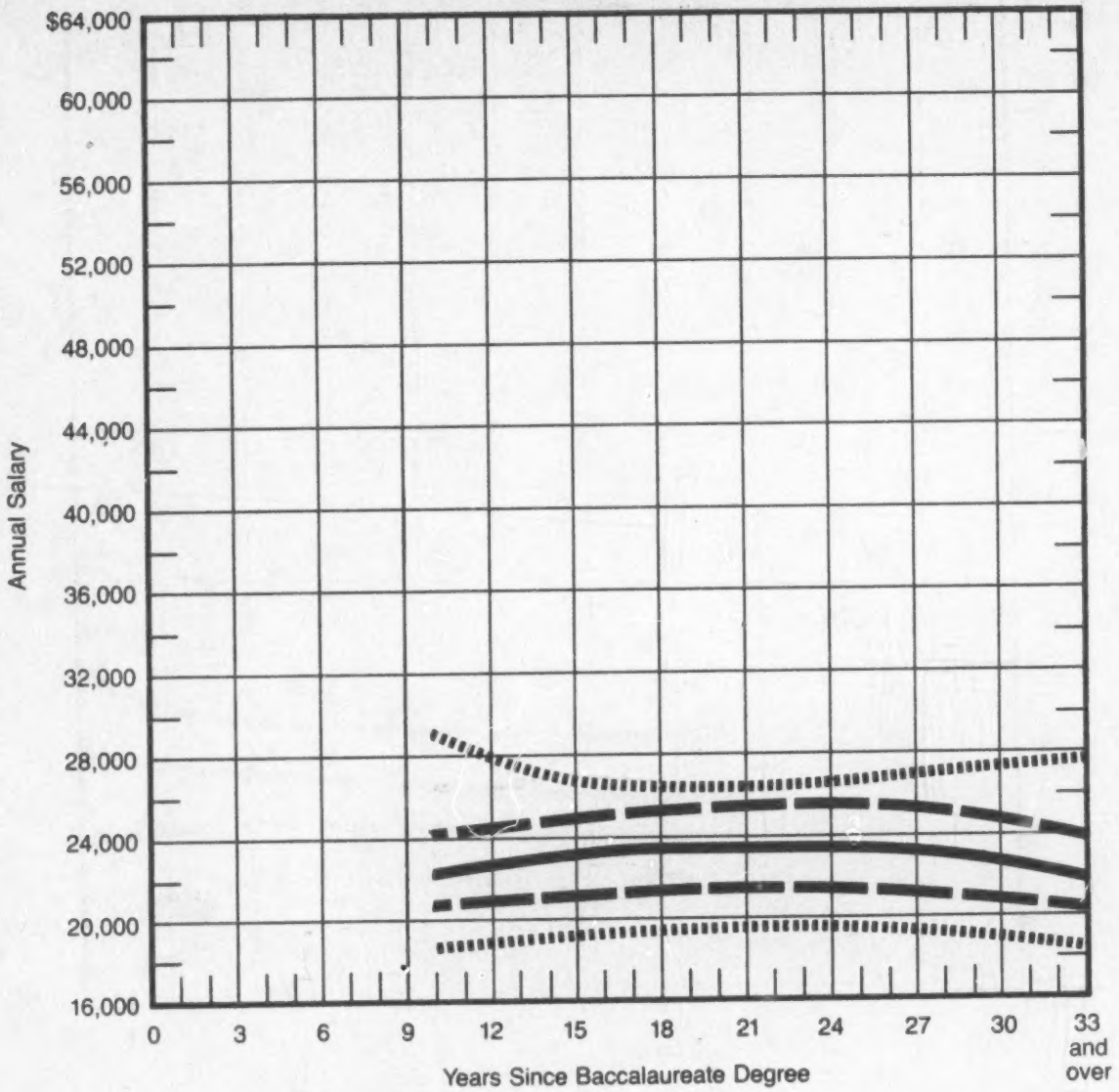
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	2	0	2	1	1	0	0	0	0
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	30850	31300	31750	32150	32600	33000	33400	33900	34750
UPPER QUARTILE	28850	28750	28750	28850	29050	29350	29750	30550	32550
MEDIAN	25550	25700	25950	26150	26400	26700	27000	27400	28350
LOWER QUARTILE	20300	21950	23200	24050	24500	24700	24700	24500	24150
LOWER DECILE	19300	20150	20850	21400	21750	21900	21850	21450	19950
MEAN	24150	25350	26250	26850	27250	27550	27700	27800	27850
TOTAL NUMBER	9	9	15	27	45	29	36	38	44
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSOCIATE PROFESSORS, TECHNOLOGY SCHOOLS
9-10 MONTH CONTRACTS



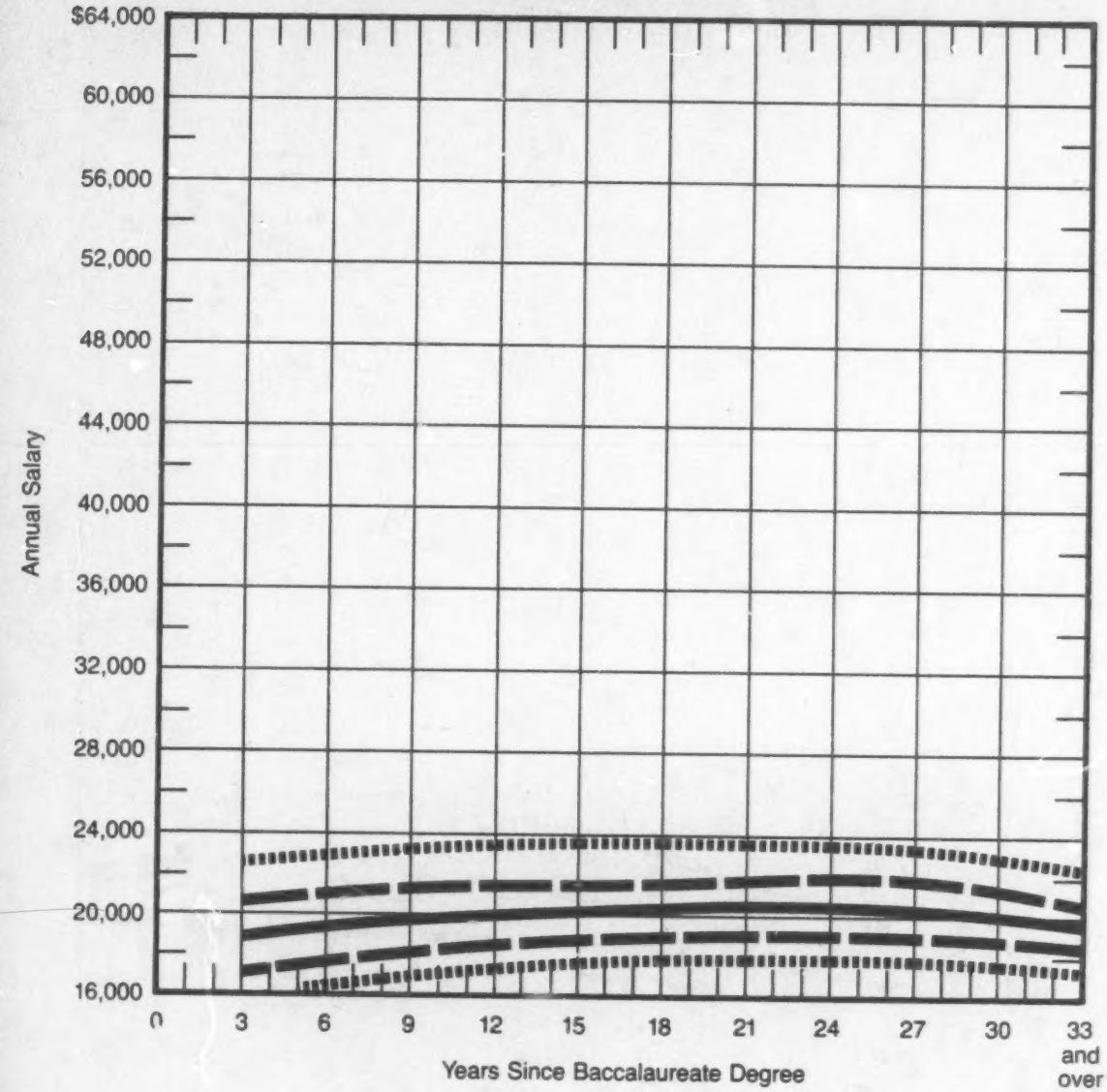
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	2	0	1	0	1	1	2	2
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	29250	27400	26600	26400	26500	26750	26950	27250	27450
UPPER QUARTILE	24350	24650	24900	25050	25100	25100	25000	24750	23950
MEDIAN	22400	22900	23250	23400	23400	23250	23050	22650	21900
LOWER QUARTILE	20450	20850	21150	21300	21350	21300	21150	20900	20300
LOWER DECILE	18500	18800	19000	19150	19250	19300	19250	19100	18600
MEAN	22800	22950	23100	23200	23250	23200	23150	23000	22500
TOTAL NUMBER	18	43	71	56	58	36	33	47	46
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	1	1	1	0	0	1	1

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSISTANT PROFESSORS, TECHNOLOGY SCHOOLS
9-10 MONTH CONTRACTS



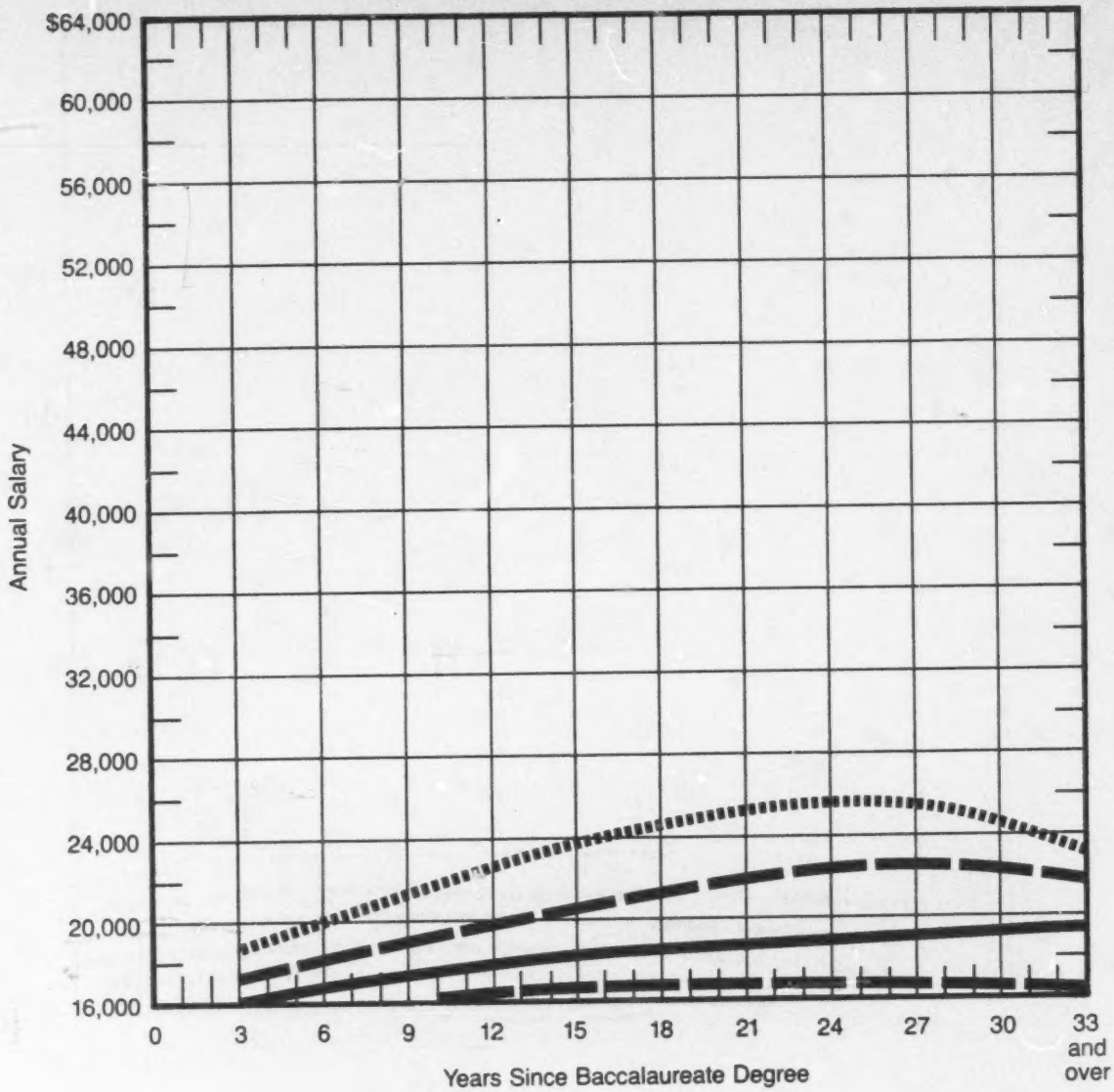
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	22550	0	22750	22800	22900	23000
UPPER QUARTILE	0	0	0	20750	0	20900	20950	21050	21100
MEDIAN	0	0	0	18800	0	19050	19200	19300	19400
LOWER QUARTILE	0	0	0	16750	0	17100	17300	17500	17650
LOWER DECILE	0	0	0	15700	0	16000	16150	16300	16450
MEAN	0	0	0	18950	0	19200	19300	19400	19550
TOTAL NUMBER	1	1	4	6	3	9	12	12	19
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	1	1	0	0	2	1	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	23100	23300	23350	23400	23400	23300	23150	22850	22100
UPPER QUARTILE	21200	21350	21450	21550	21600	21600	21600	21500	21250
MEDIAN	19650	19900	20150	20300	20400	20450	20400	20250	19700
LOWER QUARTILE	18000	18400	18750	19000	19150	19200	19150	18950	18350
LOWER DECILE	16750	17100	17400	17650	17800	17900	17900	17800	17250
MEAN	19750	20000	20200	20400	20500	20500	20500	20350	19900
TOTAL NUMBER	55	54	57	38	22	21	25	26	34
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	7	1	1	0	2	1	1	1

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

INSTRUCTORS, TECHNOLOGY SCHOOLS
9-10 MONTH CONTRACTS



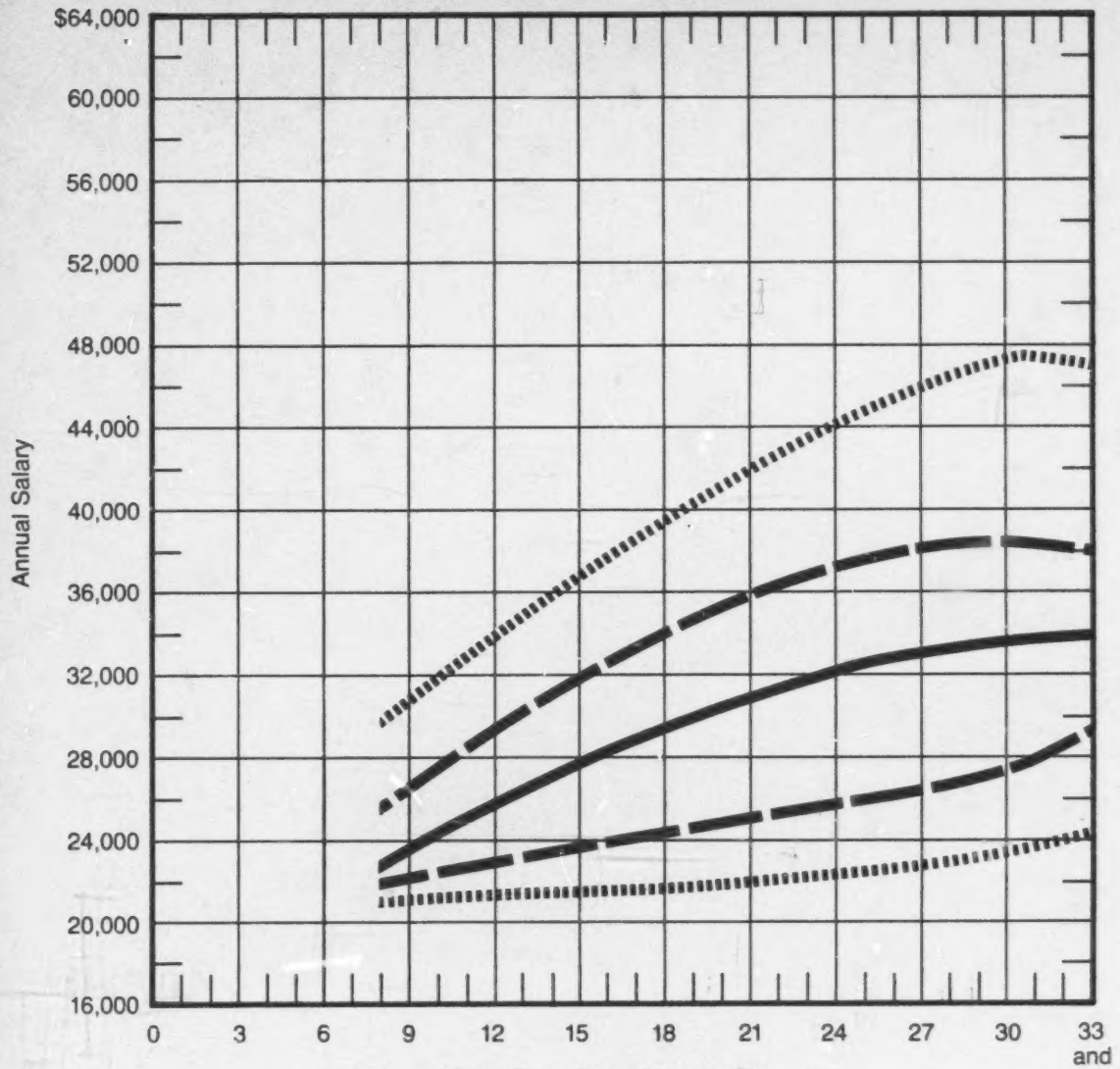
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	18650	19050	19500	19950	20350	20750
UPPER QUARTILE	0	0	0	17000	17300	17600	17900	18150	18450
MEDIAN	0	0	0	15950	16100	16300	16450	16650	16800
LOWER QUARTILE	0	0	0	15650	15700	15800	15850	15900	15950
LOWER DECILE	0	0	0	15250	15250	15300	15300	15350	15350
MEAN	0	0	0	16500	16700	16900	17100	17300	17500
TOTAL NUMBER	2	1	3	9	9	15	9	8	5
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	0	2	6	4	9	2	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	21600	22750	23750	24600	25150	25450	25450	24950	23000
UPPER QUARTILE	19000	19800	20550	21150	21700	22050	22300	22350	21800
MEDIAN	17150	17600	18000	18350	18650	18900	19150	19350	19600
LOWER QUARTILE	16100	16200	16350	16400	16450	16500	16450	16400	16150
LOWER DECILE	15400	15450	15500	15550	15550	15600	15600	15600	15600
MEAN	17850	18350	18800	19150	19450	19700	19800	19850	19450
TOTAL NUMBER	15	29	20	17	20	19	17	19	16
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	3	6	3	4	6	4	5	1	4

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ADMINISTRATORS, TECHNOLOGY SCHOOLS
11-12 MONTH CONTRACTS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	29150
UPPER QUARTILE	0	0	0	0	0	0	0	0	24900
MEDIAN	0	0	0	0	0	0	0	0	22550
LOWER QUARTILE	0	0	0	0	0	0	0	0	21850
LOWER DECILE	0	0	0	0	0	0	0	0	21100
MEAN	0	0	0	0	0	0	0	0	23600
TOTAL NUMBER	0	0	0	0	1	1	0	1	5
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	30950	33750	36600	39350	41900	44150	45850	47250	46950
UPPER QUARTILE	26700	29350	31850	34000	35800	37100	37850	38250	37750
MEDIAN	23950	25950	27850	29550	30950	32050	32850	33550	33900
LOWER QUARTILE	22250	22900	23600	24300	25000	25700	26400	27400	29100
LOWER DECILE	21200	21400	21600	21850	22150	22450	22850	23400	24600
MEAN	24800	26600	28250	29800	31150	32250	33150	33900	34400
TOTAL NUMBER	9	14	19	22	20	19	16	21	30
OVER $71000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

APPENDIX

AAES

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

345 EAST 47th STREET
NEW YORK, NEW YORK 10017 TELEPHONE: 212-644-7840

ENGINEERING MANPOWER COMMISSION

MEMBER SOCIETIES

American Society of Civil Engineers
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.
The American Society of Mechanical Engineers
The Institute of Electrical & Electronics Engineers
American Society for Engineering Education
American Society of Heating Refrigerating & Air-Conditioning Engineers, Inc.
American Society of Agricultural Engineers
American Institute of Chemical Engineers
National Council of Engineering Examiners
Society of Manufacturing Engineers
National Society of Professional Engineers
National Institute of Ceramic Engineers
Society of Plastics Engineers, Inc.
American Society for Quality Control
Standards Engineers Society
American Institute of Industrial Engineers, Inc.
Society of Fire Protection Engineers
Society of Women Engineers
American Institute of Plant Engineers
American Association of Cost Engineers

ASSOCIATE SOCIETIES

Air Pollution Control Association
American Society for Metals
The Society of American Military Engineers
Society of Allied Weight Engineers, Inc.
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Society of Packaging and Handling Engineers
International Material Management Society
American Society of Gas Engineers
American Academy of Environmental Engineers
American Consulting Engineers Council

REGIONAL SOCIETIES

Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Engineering Societies of New England, Inc.
International Material Management Society, New Jersey Chapter, Inc.
Danville Engineers Club

February, 1981

TO THE DEANS OF ENGINEERING AND TECHNOLOGY:

The Engineering Manpower Commission will conduct its Survey of Engineers' Salaries annually, as of 1981. As a significant employer of engineering graduates in faculty, administrative and research positions, you are invited to participate in this year's survey. The rates submitted should be those in effect February 1, 1981. Salaries for those who graduated in the first quarter of 1981 should be combined with the 1980 graduates. Your reply is requested to reach this office by April 1, 1981. We regret that any data received later than April 24, 1981 cannot be included in the results. Participants in the survey will be sent a complimentary set of the curves for their specific employment group.

You are probably already familar with our survey and the salary curves we publish from it. Salary data are reported in a form directly useable by most salary administrators. Median salaries are reported on the basis of experience broken down by such variables as academic rank and degree level. The Engineering Salary Survey has been conducted in its present form biennially since 1953, thereby, providing salary trend continuity over a period of more than twenty-five years.

The Engineering Salary Survey is conducted by the Engineering Manpower Commission of the American Association of Engineering Societies. Since AAES is a public service organization, broadly representative of the engineering profession, our reports are recognized as authoritative and impartial. In addition, we provide complete assurance of the confidentiality of the data submitted to us.

This year's data form is similar to that of previous years. Please follow closely the instructions on the form and return all parts to us. If you need additional forms, we will be glad to provide them.

We hope you will join our other survey participants in helping to make this survey a success.

Sincerely,

Patrick J. Sheridan
Manager Manpower Activities

FORM C

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

PROFESSIONAL INCOME OF ENGINEERS IN EDUCATION—1981

Please return this sheet with your filled-out data form. Unidentified returns cannot be included in the survey. Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization: _____

Address: _____

City: _____ State: _____ Zip Code: _____

2. Name and title of person responsible for data: _____

Tel. No. ( )- _____

3. Please check type of institution:

- ☐ Engineering school, PhD granting.
- ☐ Engineering school, non-PhD granting.
- ☐ Technology school.
- ☐ Research unit.

RETURN ENTIRE DATA FORM TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

PROFESSIONAL INCOME OF ENGINEERS—1981

FORM C — PRESENT SALARY OF ENGINEERING GRADUATES EMPLOYED IN EDUCATIONAL INSTITUTIONS BY ACADEMIC RANK

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of academic rank, salary bracket, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for various academic ranks, on both sides of the form. Individuals are to be reported in the section corresponding to their rank, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average [illegible] graduate is 23, etc.)

SALARY — should include basic salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, outside consulting, etc. **Please indicate number of months included in the normal contract for each rank,** in the space at the top of each section of the form. Do not report part-time employees, graduate students, adjunct faculty, etc.

ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
ASSISTANT PROFESSOR Months on normal contract [ ]	1980 (23)	1979 (24)	1978 (25)	1977 (26)	1976 (27)	1975 (28)	1974 (29)	1973 (30)	1972 (31)	1968-1971 (32-34)	1966-1968 (29-37)	1963-1965 (38-40)	1960-1962 (41-43)	1957-1959 (44-46)	1954-1956 (47-49)	1951-1953 (50-52)	1940-1950 (53-57)	UP TO 1947 (58+)
101 $71,000 & over																		
102 $66,000-70,999																		
103 $61,000-65,999																		
104 $56,000-60,999																		
105 $51,000-55,999																		
106 $48,000-50,999																		
107 $45,000-47,999																		
108 $42,000-44,999																		
109 $39,000-41,999																		
110 $36,000-38,999																		
111 $33,000-35,999																		
112 $30,000-32,999																		
113 $29,000-29,999																		
114 $28,000-28,999																		
115 $27,000-27,999																		
116 $26,000-26,999																		
117 $25,000-25,999																		
118 $24,000-24,999																		
119 $23,000-23,999																		
120 $22,000-22,999																		
121 $21,000-21,999																		
122 $20,000-20,999																		
123 $19,000-19,999																		
124 $18,000-18,999																		
125 $17,000-17,999																		
126 $16,000-16,999																		
127 Less than $16,000																		
ASSOCIATE PROFESSOR. Months on normal contract [ ]																		
201 $71,000 & over																		
202 $66,000-70,999																		
203 $61,000-65,999																		
204 $56,000-60,999																		
205 $51,000-55,999																		
206 $48,000-50,999																		
207 $45,000-47,999																		
208 $42,000-44,999																		
209 $39,000-41,999																		
210 $36,000-38,999																		
211 $33,000-35,999																		
212 $30,000-32,999																		
213 $29,000-29,999																		
214 $28,000-28,999																		
215 $27,000-27,999																		
216 $26,000-26,999																		
217 $25,000-25,999																		
218 $24,000-24,999																		
219 $23,000-23,999																		
220 $22,000-22,999																		
221 $21,000-21,999																		
222 $20,000-20,999																		
223 $19,000-19,999																		
224 $18,000-18,999																		
225 $17,000-17,999																		
226 $16,000-16,999																		
227 Less than $16,000																		
PROFESSOR. Months on normal contract [ ]																		
301 $71,000 & over																		
302 $66,000-70,999																		
303 $61,000-65,999																		
304 $56,000-60,999																		
305 $51,000-55,999																		
306 $48,000-50,999																		
307 $45,000-47,999																		
308 $42,000-44,999																		
309 $39,000-41,999																		
310 $36,000-38,999																		
311 $33,000-35,999																		
312 $30,000-32,999																		
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316 $26,000-26,999																		
317 $25,000-25,999																		
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320 $22,000-22,999																		
321 $21,000-21,999																		
322 $20,000-20,999																		
323 $19,000-19,999																		
324 $18,000-18,999																		
325 $17,000-17,999																		
326 $16,000-16,999																		
327 Less than $16,000																		

NOTE: Please use extra caution in filling in shaded areas.

SEE OTHER SIDE FOR ADDITIONAL POSITIONS

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FORM C (continued)

This side includes sections for the following additional ranks: Instructors etc. (full time only), Administrative Faculty, and Research & Other Non-teaching Positions. Refer to other side for instructions on filling out this form. Do not include part-time employees, graduate students, adjunct faculty, etc. PLEASE DO NOT NEGLECT TO INDICATE NUMBER OF MONTHS IN THE NORMAL CONTRACT FOR EACH ACADEMIC RANK.

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	INSTRUCTOR, LECTURER, ETC. Months on contract ☐	1980 (23)	1979 (24)	1978 (25)	1977 (26)	1976 (27)	1975 (28)	1974 (29)	1973 (30)	1972 (31)	1968-1971 (32-34)	1965-1967 (35-37)	1963-1965 (38-40)	1960-1962 (41-43)	1957-1959 (44-46)	1954-1956 (47-49)	1951-1953 (50-52)	1948-1950 (53-57)	UP TO 1947 (58+)	
101	$71,000 & over																			101
102	$66,000-70,999																			102
103	$61,000-65,999																			103
104	$56,000-60,999																			104
105	$51,000-55,999																			105
106	$48,000-50,999																			106
107	$45,000-47,999																			107
108	$42,000-44,999																			108
109	$39,000-41,999																			109
110	$36,000-38,999																			110
111	$33,000-35,999																			111
112	$30,000-32,999																			112
113	$29,000-29,999																			113
114	$28,000-28,999																			114
115	$27,000-27,999																			115
116	$26,000-26,999																			116
117	$25,000-25,999																			117
118	$24,000-24,999																			118
119	$23,000-23,999																			119
120	$22,000-22,999																			120
121	$21,000-21,999																			121
122	$20,000-20,999																			122
123	$19,000-19,999																			123
124	$18,000-18,999																			124
125	$17,000-17,999																			125
126	$16,000-16,999																			126
127	Less than $16,000																			127
	ADMINISTRATIVE FACULTY (DEANS, DEPARTMENT HEADS, ETC.) Months on contract ☐																			
201	$71,000 & over																			201
202	$66,000-70,999																			202
203	$61,000-65,999																			203
204	$56,000-60,999																			204
205	$51,000-55,999																			205
206	$48,000-50,999																			206
207	$45,000-47,999																			207
208	$42,000-44,999																			208
209	$39,000-41,999																			209
210	$36,000-38,999																			210
211	$33,000-35,999																			211
212	$30,000-32,999																			212
213	$29,000-29,999																			213
214	$28,000-28,999																			214
215	$27,000-27,999																			215
216	$26,000-26,999																			216
217	$25,000-25,999																			217
218	$24,000-24,999																			218
219	$23,000-23,999																			219
220	$22,000-22,999																			220
221	$21,000-21,999																			221
222	$20,000-20,999																			222
223	$19,000-19,999																			223
224	$18,000-18,999																			224
225	$17,000-17,999																			225
226	$16,000-16,999																			226
227	Less than $16,000																			227
	RESEARCH & OTHER NON-TEACHING POSITIONS, Months on contract ☐																			
301	$71,000 & over																			301
302	$66,000-70,999																			302
303	$61,000-65,999																			303
304	$56,000-60,999																			304
305	$51,000-55,999																			305
306	$48,000-50,999																			306
307	$45,000-47,999																			307
308	$42,000-44,999																			308
309	$39,000-41,999																			309
310	$36,000-38,999																			310
311	$33,000-35,999																			311
312	$30,000-32,999																			312
313	$29,000-29,999																			313
314	$28,000-28,999																			314
315	$27,000-27,999																			315
316	$26,000-26,999																			316
317	$25,000-25,999																			317
318	$24,000-24,999																			318
319	$23,000-23,999																			319
320	$22,000-22,999																			320
321	$21,000-21,999																			321
322	$20,000-20,999																			322
323	$19,000-19,999																			323
324	$18,000-18,999																			324
325	$17,000-17,999																			325
326	$16,000-16,999																			326
327	Less than $16,000																			327

NOTE: Please use extra caution in filling in shaded areas.

SEE OTHER SIDE FOR ADDITIONAL POSITIONS

BEST AVAILABLE COPY

AAES

MEMBER SOCIETIES

American Society of Civil Engineers	1852
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.	1871
The American Society of Mechanical Engineers	1880
The Institute of Electrical & Electronics Engineers	1884
American Society for Engineering Education	1893
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.	1894
American Society of Agricultural Engineers	1907
American Institute of Chemical Engineers	1908
American Society for Metals	1913
National Council of Engineering Examiners	1920
Society of Manufacturing Engineers	1932
American Institute of Aeronautics and Astronautics	1932
National Society of Professional Engineers	1934
National Institute of Ceramic Engineers	1938
Society of Allied Weight Engineers, Inc.	1939
Society of Plastics Engineers, Inc.	1941
American Society for Quality Control	1946
Standards Engineering Society	1947
American Institute of Industrial Engineers, Inc.	1948
Society of Women Engineers	1950
Society of Fire Protection Engineers	1950
American Institute of Plant Engineers	1954
American Nuclear Society	1954
American Academy of Environmental Engineers	1955
American Association of Cost Engineers	1956
System Safety Society	1962
Association of Energy Engineers	1977
American Indian Science & Engineering Society	1977

ASSOCIATE SOCIETIES

The Tau Beta Pi Association, Inc.	1885
Air Pollution Control Association	1907
American Council of Independent Laboratories, Inc.	1937
American Congress on Surveying & Mapping	1941
National Association of Corrosion Engineers	1945
Federation of Materials Societies	1972
National Action Council for Minorities in Engineering, Inc.	1980

REGIONAL SOCIETIES

Western Society of Engineers	1869
The Cleveland Engineering Society	1880
Engineering Society of Detroit	1895
Washington Society of Engineers	1905
Colorado Society of Engineers	1916
Colorado Engineering Council	1919
Engineering Societies of New England, Inc.	1923
Quad-Cities Engineering and Science Council	1969

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